

PrairieLand United Way Inc

Executive Director / CEO

EIN 376039121

IL · NTEE T70Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Walker, Executive Director / CEO** (\$68,532) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

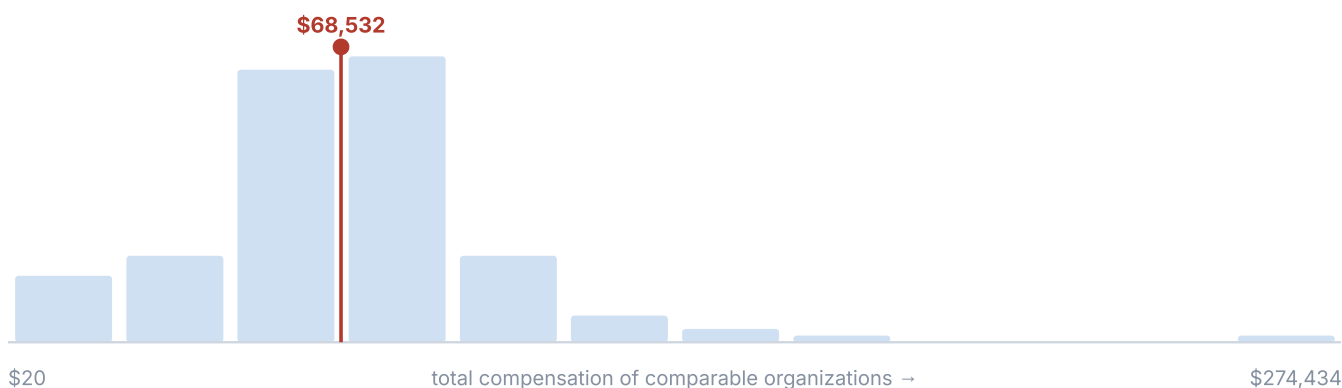
Benchmarked executive: Karen Walker — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70Z).
BUDGET	Total revenue between \$332,839 and \$745,164 — 0.67x to 1.50x the subject's \$496,776 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

128 organizations qualified on sector, size, and geography → **128** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,933	\$52,766	\$68,500	\$83,967	\$102,731	\$68,532
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to IL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Van Wert County Inc	OH	\$498,451	Executive Di	\$65,063	\$68,288	2025
Wallingford Community Senior Center	WA	\$498,477	Executive Director	\$89,260	\$81,287	2024
United Way Of Central Arkansas Inc	AR	\$495,048	Executive Director	\$74,888	\$88,152	2023
The Settlement Club Endowment Fund	TX	\$492,698	Executive Director	\$12,502	\$12,721	2024
United Way Of Trumbull County	OH	\$492,572	President &	\$54,808	\$59,047	2024
Fort Wayne Jewish Federation Inc	IN	\$501,168	Executive Di	\$40,192	\$42,001	2025
United Way Of Naugatuck	CT	\$492,043	Executive Director	\$60,866	\$58,049	2024
United Way Of New York State	NY	\$490,458	President	\$76,216	\$70,054	2024
United Way Of Wapello County Inc	IA	\$503,141	Exective Dir	\$67,454	\$75,126	2024
United Way Of Southeast Alaska	AK	\$508,903	President/ce	\$81,932	\$82,030	2023
The Learning Funhouse Inc	MN	\$482,289	Director	\$44,570	\$46,119	2023
The Cancer Challenge	AR	\$481,450	Executive Director	\$83,200	\$97,936	2023
United Way Of Posey County Inc	IN	\$472,153	Executive Director	\$64,260	\$70,966	2023
Williamstown Community Chest	MA	\$469,594	Executive Di	\$46,644	\$42,635	2024
White Bear Lake Senior Housing Inc	MN	\$467,454	President & Ceo	\$41,871	\$42,084	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bike Box Project	NC	\$467,046	Ceo	\$14,875	\$15,634	2024
Colorado Conservatory For The Jazz Arts	CO	\$527,046	Executive Dir.	\$8,347	\$7,932	2025
Norfolk Area United Way Inc	NE	\$529,080	Executive Di	\$50,400	\$55,139	2024
Wyoming County United Way Inc	PA	\$462,041	Executive Director	\$69,397	\$72,473	2023
United Way Of Toombs & Montgomery	GA	\$534,462	Executive Di	\$69,513	\$73,194	2023
Red River Community Housing Development	ND	\$457,148	Executive Director	\$93,285	\$104,130	2024
United Way Of Ashtabula County	OH	\$536,908	Executive Director	\$71,325	\$79,111	2023
Washington County Farm Bureau	IL	\$538,797	President	\$1,417	\$1,380	2025
Charge Syndrome Foundation	IL	\$539,340	Executive Director	\$135,196	\$135,196	2024
United Way Of Oconee County Inc	SC	\$540,599	Ceo	\$111,516	\$118,336	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to IL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 128 organizations. Compensation range \$20–\$274,434; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$496,776); for reference, expenses \$475,095 and assets \$371,492.

ROLE MATCH	Karen Walker, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	44 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Karen Walker) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 128 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,532 is reasonable (approximately the 50th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.