

Racine Neighborhood Watch Inc

Executive Director / CEO

EIN 391469239
 WI · NTEE I20Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Charlie French, Executive Director / CEO** (\$46,452) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

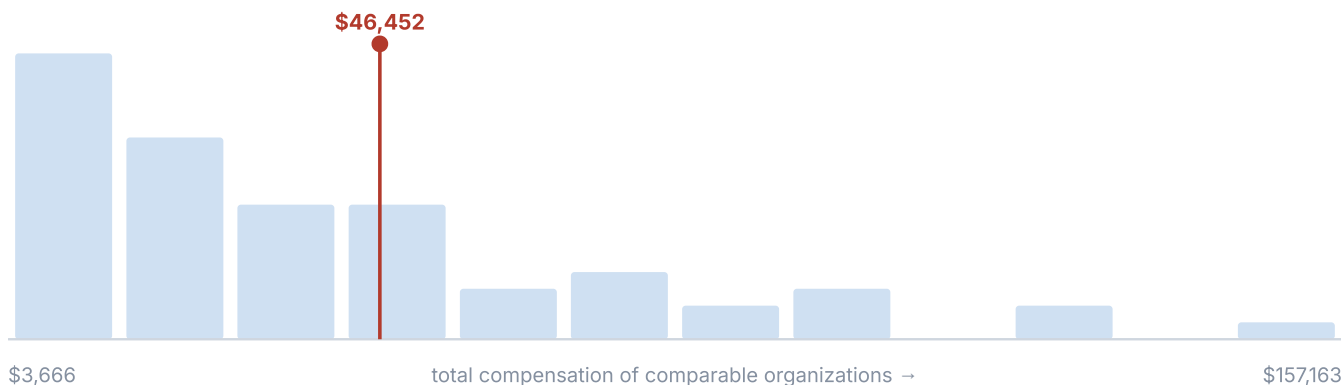
Benchmarked executive: Charlie French — reported title “EXECUTIVE DIRECTOR THRU 6/20/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I20Z).
BUDGET	Total revenue between \$60,166 and \$134,700 — 0.67x to 1.50x the subject's \$89,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,532	\$14,676	\$30,758	\$55,201	\$88,419	\$46,452
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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 WI 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
The Florida Pdmp Foundation Inc	FL	\$90,382	Executive Director	\$68,000	\$57,881	2025
Exoneration Initiative	NY	\$87,791	Founder	\$100,000	\$86,524	2023
Go Reentry Specialists Inc	PA	\$87,700	Executive Di	\$47,736	\$44,274	2024
Stop Handgun Violence Inc	MA	\$92,825	Executive Director	\$52,903	\$43,075	2025
Ohio Crime Prevention Association	OH	\$86,122	President	\$17,275	\$17,017	2024
Louisiana Fraternal Order Of Police	LA	\$86,060	Treasurer	\$7,800	\$7,988	2024
Forensic Sciences Foundation Inc	CO	\$85,827	Executive Director	\$13,601	\$12,488	2023
101 Enterprises Foundation	CA	\$94,353	Cfo	\$30,000	\$23,472	2025
Stop Child Predators Coalition	DC	\$95,000	President	\$42,000	\$34,278	2024
Community Health & Safety	AL	\$95,080	Executive Di	\$18,822	\$18,912	2024
Environmental And Animal Defense	CO	\$84,262	Executive Director	\$41,167	\$37,797	2023
Community Mediation Services	TN	\$96,987	Executive Director	\$47,625	\$46,559	2024
Government Justice Center Inc	NY	\$82,174	Legal Director & Treasurer	\$94,327	\$79,274	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wisconsin Foundation	WI	\$97,733	Executive Di	\$38,489	\$38,489	2023
Foundation Of The Monroe County Bar	NY	\$97,946	Executive Director - Resigned Dec 2024	\$17,320	\$14,180	2025
Greater Life Of Fayetteville Inc	NC	\$81,110	Executive Director	\$17,280	\$16,606	2024
On The Wings Of Angels	MI	\$80,466	Ceo & Executive Director	\$4,000	\$3,840	2024
The Foundation In Support Of The	MI	\$99,288	President	\$20,185	\$19,377	2024
Clause 40 Foundation	DC	\$99,688	President/ceo	\$5,250	\$4,411	2023
Bayberry Courts Inc	RI	\$100,704	President	\$52,490	\$48,193	2023
Finequity Inc	NY	\$100,802	Executive Director	\$116,040	\$97,522	2024
Minnesota Freedom Fund Action	MN	\$101,127	Director Programs Operatio	\$12,406	\$11,401	2024
Exchange Club Center For The Prevention	CT	\$78,459	President	\$89,424	\$80,283	2023
East Tennessee Probation Inc	TN	\$78,155	Ceo/probation Officer	\$25,040	\$25,202	2023
Citizens For Community Justice Inc	IN	\$103,218	Executive Director	\$50,000	\$49,040	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2023 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 WI 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	60 organizations. Compensation range \$3,666–\$157,163; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$89,800); for reference, expenses \$134,346 and assets \$20,758. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Charlie French, reported title "EXECUTIVE DIRECTOR THRU 6/20/23", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	67 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	53 rd

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 (Charlie French) 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 60 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,452 is reasonable (approximately the 67th 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.