

Welch Center Inc

Executive Director / CEO

EIN 410850223
 MN · NTEE O20Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Russ Salgy, Executive Director / CEO** (\$81,715) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

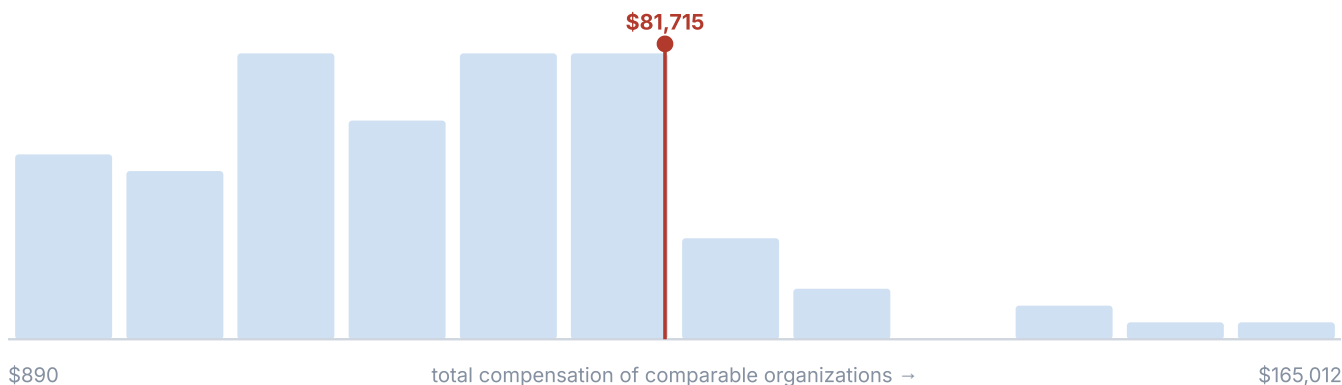
Benchmarked executive: Russ Salgy — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20Z).
BUDGET	Total revenue between \$248,418 and \$556,161 — 0.67x to 1.50x the subject's \$370,774 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,157	\$33,096	\$53,409	\$74,022	\$87,111	\$81,715
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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 MN 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
Camelot For Children	PA	\$368,004	Executive Director	\$80,179	\$78,598	2024
Solvay Geddes Community	NY	\$375,365	Executive Di	\$37,100	\$32,955	2024
Tiqvah Hands Of Hope	OH	\$358,952	Executive Director	\$54,995	\$58,949	2023
Focus Ministries	CO	\$384,261	Board Member	\$68,175	\$64,260	2024
Summer Program For Youth	PA	\$386,113	Executive Di	\$47,326	\$46,392	2024
Kirbys Children Services	TX	\$386,744	Executive Dire	\$163,000	\$165,012	2023
Harvest Youth Ministries	OH	\$353,782	President And Director	\$45,000	\$46,851	2024
Yipoa Center Inc	MO	\$352,828	Secretary	\$2,330	\$2,498	2023
Five Pines Ministries	MI	\$351,799	Executive Director	\$75,000	\$76,096	2024
Parker Area Alliance For Community	AZ	\$351,784	Exec Director	\$67,850	\$64,143	2024
East Of The River Boys And Girls Steelband Inc	DC	\$389,965	Executive Director	\$68,498	\$59,087	2024
Time 2 Win Community Organization	FL	\$390,082	President	\$49,200	\$45,433	2024
Girl Talk Incorporated	IN	\$396,331	Executive Di	\$91,200	\$94,540	2024
Harmony Project Tulsa	OK	\$399,525	Executive Dir.	\$116,192	\$125,767	2024
Cops N Kids Reading Center Inc	WI	\$341,416	Executive Dir.	\$45,000	\$47,562	2023
Meridian Police Activities League	ID	\$404,927	Executive Director	\$45,833	\$47,927	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Box United	IL	\$335,411	Executive Dir.	\$86,769	\$86,330	2023
The Well Community Youth Center Of Waco	TX	\$408,237	Director	\$42,262	\$41,557	2024
Dunedin Stirling Soccer Club	FL	\$330,150	Academy Director	\$15,000	\$14,261	2023
Sisters Of Watts	CA	\$411,975	Ceo	\$27,200	\$23,088	2024
The Vault Community Center	IL	\$328,320	Executive Dir.	\$40,100	\$39,897	2023
Shemilah Outreach Center	IL	\$414,000	Executive Director	\$74,000	\$73,626	2023
Wadena County Humane Society	MN	\$415,057	Director Of	\$65,000	\$65,000	2023
Crook County Kids Inc	OR	\$324,981	Executive Director	\$56,069	\$51,183	2024
Southwest Indiana Powerhouse Inc	IN	\$418,746	Executive Di	\$96,000	\$99,516	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	98 organizations. Compensation range \$890–\$165,012; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$370,774); for reference, expenses \$420,567 and assets \$691,956.
ROLE MATCH	Russ Salgy, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	86 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	85 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 (Russ Salgy) 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 98 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,715 is reasonable (approximately the 86th 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.