

Whatsoever Community Center In

Executive Director / CEO

EIN 440545274
 MO · NTEE P28Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Charlie, Executive Director / CEO** (\$63,368) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

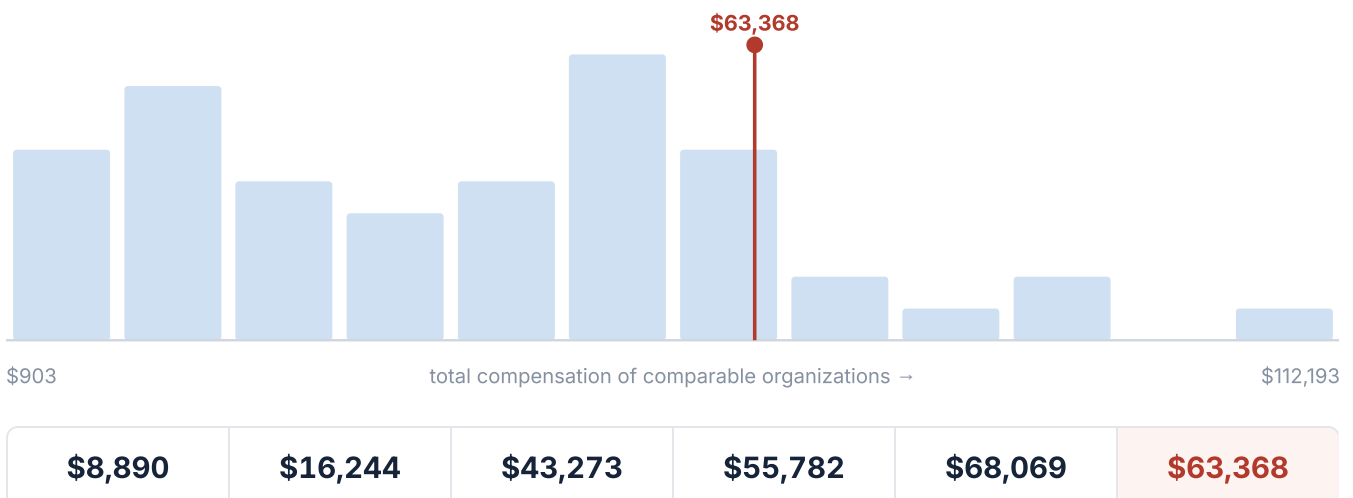
Benchmarked executive: Charlie — reported title “Gascich Exec D”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P28Z).
- BUDGET** Total revenue between \$190,329 and \$426,111 — 0.67x to 1.50x the subject's \$284,074 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation





■ 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 MO 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
North Yonkers Preservation And	NY	\$276,408	Executive Di	\$36,665	\$32,205	2023
Andrews House Inc	OH	\$275,330	Executive Director	\$67,001	\$67,001	2024
Heppner Community Foundation	OR	\$273,739	Director	\$1,000	\$903	2023
Carver Community Center	IN	\$294,648	Executive Director	\$38,000	\$38,952	2023
Corpus Christi International Seafarers'	TX	\$272,886	Executive Director	\$53,421	\$50,453	2024
Straight Street Laurens Inc	SC	\$295,515	Executive Director	\$27,958	\$28,352	2023
Samaritan Neighborhood Center	CA	\$270,898	Executive Director And Ceo	\$73,687	\$60,075	2024
Creekside Place Inc	WI	\$270,303	Executive Director	\$29,025	\$28,620	2024
West Side Bazaar Inc	NY	\$268,653	Executive Director	\$11,075	\$9,449	2024
Cmak Sandy Hook	CT	\$266,012	Executive Director	\$75,131	\$64,795	2025
Greater Ideal Family Life Center	TX	\$259,790	Executive Dir.	\$95,000	\$89,722	2024
River Center Of New Castle Inc	CO	\$311,128	Executive Director	\$35,115	\$31,791	2024
21st Century Village Community Learning Center	NC	\$256,520	Executive Director	\$57,180	\$55,782	2024
Goodwill Industries Of Central Florida	FL	\$255,893	President & Ceo	\$12,882	\$11,763	2023
People's City Mission Foundation	NE	\$252,673	Ceo-pcm	\$11,107	\$11,279	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Newton Highlands Community Development	MA	\$251,705	Executive Dir.	\$88,833	\$75,368	2024
Jesse Cosby Neighborhood Center Inc	IA	\$316,945	Executive Director	\$62,315	\$62,760	2025
Mayville Open Door Inc	WI	\$248,275	President	\$44,080	\$43,464	2024
The Red Hook Community Center Inc	NY	\$323,237	Executive Dir.	\$61,685	\$54,182	2023
Yns Affordable Housing Inc	MA	\$325,962	President	\$52,861	\$44,849	2024
Trinity Educational Community Center	SC	\$326,055	Member	\$25,200	\$25,554	2023
Monroe Street Neighborhood Center	OH	\$240,704	Interim Executive Director (June-october)	\$27,325	\$27,325	2024
Castaways Thrift Co	NC	\$238,574	Executive Director - Store Manager	\$34,824	\$33,097	2025
Macon County Heritage Center	NC	\$237,870	Executive Director	\$49,038	\$47,839	2024
Christlife Inc	NY	\$236,935	President	\$7,800	\$6,655	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **49** organizations. Compensation range \$903–\$112,193; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$284,074); for reference, expenses \$291,082 and assets \$192,108.

ROLE MATCH Charlie, reported title "Gascich Exec D", 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 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	84 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	73 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) 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 49 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,368 is reasonable (approximately the 84th 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.