

# Active Heroes Inc

Executive Director / CEO

EIN 454138378  
 KY · NTEE P20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Athena Williamson, Executive Director / CEO** (\$74,503) against **every comparable organization** that fit the selection criteria — **1019** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

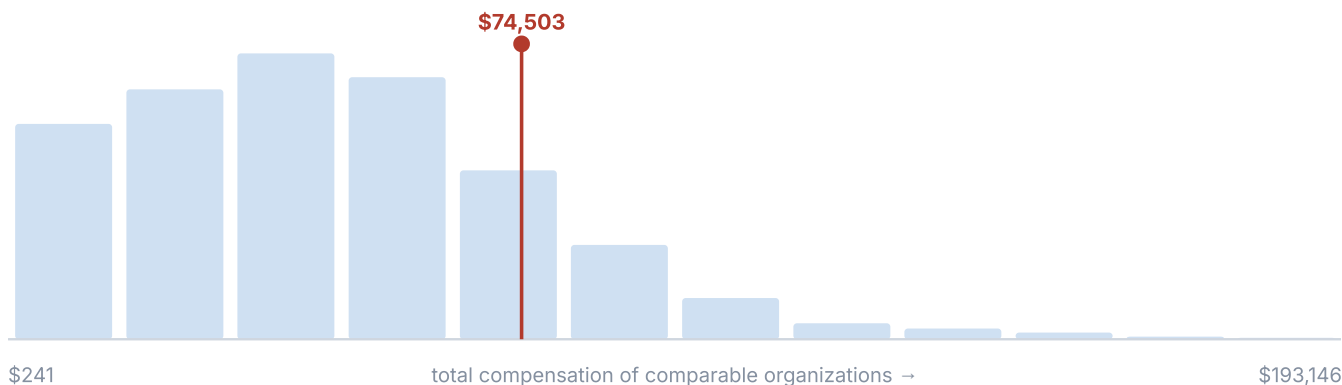
**Benchmarked executive:** Athena Williamson — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$188,544 and \$422,115 — 0.67x to 1.50x the subject's \$281,410 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,019** organizations qualified on sector, size, and geography → **1,019** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,211	\$24,034	\$44,027	\$65,048	\$84,800	<b>\$74,503</b>
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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 KY 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
<a href="#">Mineral Lake Lions Foundation</a>	WA	\$281,503	Vice President	\$6,000	<b>\$5,000</b>	2023
<a href="#">Little Dresses For Africa</a>	MI	\$281,013	President	\$30,000	<b>\$27,994</b>	2024
<a href="#">Central Works</a>	CA	\$282,412	Board Member, Company Co-director	\$54,210	<b>\$42,320</b>	2024
<a href="#">Companions For Heroes</a>	GA	\$280,313	Ceo	\$95,000	<b>\$86,358</b>	2024
<a href="#">New American Resources Center Inc</a>	OH	\$282,630	Executive Director	\$26,737	<b>\$26,358</b>	2023
<a href="#">Fostering Hope Inc</a>	SC	\$282,706	Board Director	\$46,915	<b>\$45,556</b>	2023
<a href="#">Itoo Society Inc</a>	IL	\$280,097	Treasurer	\$12,994	<b>\$11,890</b>	2023
<a href="#">Cohasset Center For Student Coastal</a>	MA	\$280,012	President	\$34,184	<b>\$27,771</b>	2024
<a href="#">Mission Mid-del Inc</a>	OK	\$282,852	Executive Director	\$101,480	<b>\$104,008</b>	2023
<a href="#">My Place Center For Wellness Inc</a>	MI	\$279,548	Exec. Director	\$38,622	<b>\$37,105</b>	2023
<a href="#">El Paso Civic Education Organization</a>	TX	\$279,518	Lead Organizer	\$111,273	<b>\$103,603</b>	2023
<a href="#">Lifebridge</a>	CO	\$283,303	President	\$48,300	<b>\$43,108</b>	2023
<a href="#">Kept Inc</a>	KY	\$279,337	Executive Director, President	\$34,900	<b>\$33,899</b>	2024
<a href="#">House Of Love Agency</a>	MI	\$279,299	President	\$21,808	<b>\$20,951</b>	2023
<a href="#">Love Inc Of Boone County Inc</a>	IN	\$279,209	Exec Directo	\$56,208	<b>\$53,588</b>	2024
<a href="#">Global Pendulum Inc</a>	TX	\$278,972	Director	\$64,375	<b>\$58,218</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Flagstaff Youth Riders Inc</a>	AZ	\$284,253	Ex Dir Til Nov 2024	\$59,583	<b>\$51,806</b>	2024
<a href="#">Beaumont Dream Center</a>	TX	\$278,394	Operations Director	\$25,962	<b>\$24,172</b>	2023
<a href="#">Rk Missions</a>	MO	\$284,515	Director	\$27,700	<b>\$26,524</b>	2024
<a href="#">Hope Esperanza Restoratr &amp; Empwrmnt Cntr</a>	MD	\$278,168	Executive Dir.	\$43,184	<b>\$35,560</b>	2025
<a href="#">Serving All Vessels Equally</a>	CT	\$284,865	Program Director	\$78,499	<b>\$66,541</b>	2024
<a href="#">Sustainable Liberia Inc</a>	GA	\$284,919	Executive Director	\$33,734	<b>\$30,665</b>	2024
<a href="#">Naturally Occurring Cultural Districts Ny Inc</a>	NY	\$284,922	Member	\$102,836	<b>\$86,493</b>	2023
<a href="#">Ajc Childrens Foundation Inc</a>	FL	\$284,940	Ceo	\$24,000	<b>\$20,986</b>	2023
<a href="#">Shepherds Table A Sc Eleemos Corp</a>	SC	\$285,014	Executive Director	\$7,731	<b>\$7,291</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 1019 organizations. Compensation range \$241–\$193,146; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$281,410); for reference, expenses \$553,388 and assets \$1,762,600. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Athena Williamson, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</sup>

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 (Athena Williamson) 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 1019 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,503 is reasonable (approximately the 84<sup>th</sup> 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.