

Wheeler East Street Holdings Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rick Alvis, Executive Director / CEO** (\$13,814) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Rick Alvis — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

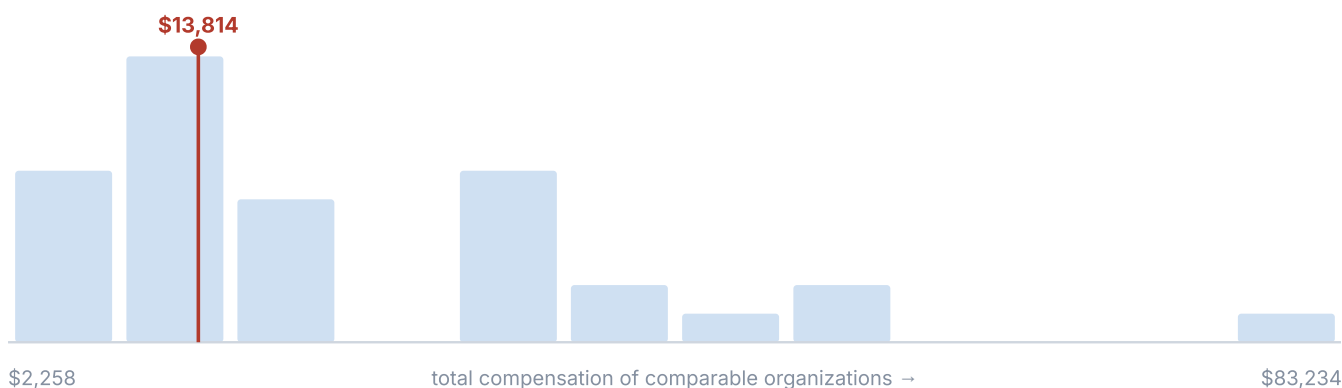
SECTOR Organizations sharing the subject's NTEE classification (P11).

BUDGET Total revenue between \$69,445 and \$155,475 — 0.67x to 1.50x the subject's \$103,650 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,517	\$11,137	\$16,206	\$33,272	\$45,583	\$13,814
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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 IN 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
Wellroot Family Services Foundation Inc	GA	\$101,804	Treasurer	\$47,684	\$46,807	2023
Children & Families First Endowment Inc	DE	\$105,984	Chief Executive Officer	\$15,963	\$14,822	2024
Lutheran Child And Family Services	IL	\$106,035	Ceo	\$12,380	\$11,883	2023
Beaver County Ymca Endowment Foundation	PA	\$99,966	Director	\$31,015	\$30,195	2023
Crossroads Foundation Inc	IA	\$109,437	Executive Director	\$8,379	\$8,956	2023
Atlanta Ymca Young Qalib Inc	GA	\$97,792	Chief Executive Officer	\$36,068	\$35,405	2023
Rainbows United Charitable Foundation	KS	\$97,754	Interim President	\$15,365	\$16,206	2023
Community Action Trust Inc	MA	\$110,500	Executive Director	\$22,999	\$19,598	2024
Halsey Center	OR	\$94,257	Executive Director (Through 06/2024)	\$6,286	\$5,536	2024
River Deep Foundation	CO	\$114,481	Executive Di	\$36,663	\$33,337	2024
Fcs New Market Landlord Inc	TN	\$120,019	Ceo	\$13,308	\$13,265	2024
Ihs Ministries Inc	AZ	\$122,194	Ex Officio - Non-voting	\$3,801	\$3,466	2024
Seniors First Foundation Inc	FL	\$122,983	President/ceo	\$21,126	\$19,375	2023
Community Bridges Development Foundation	AZ	\$81,911	Director	\$44,616	\$40,688	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Big Brothers Big Sisters Of Miami	FL	\$81,446	President & Ceo	\$12,086	\$11,084	2023
Friends Of Hospice	WA	\$80,672	Executive Di	\$21,210	\$18,007	2024
Rebecca Residence Foundation	PA	\$80,480	Board Member	\$13,195	\$12,847	2023
Jf&cs Foundation Inc	GA	\$79,093	Cao	\$14,940	\$14,665	2023
Ymca Of The East Bay Support Foundation	CA	\$77,005	President	\$67,086	\$54,932	2024
The Jarc Foundation	MI	\$76,451	Ceo	\$31,740	\$31,066	2024
Friends Of The Hocking Hills State Park	OH	\$131,891	Program Director, Astronomy Park	\$15,000	\$15,065	2024
Disability Connections Foundation	MI	\$73,959	Executive Di	\$2,307	\$2,258	2024
The Office For Aging Foundation Of	NY	\$133,728	Executive Di	\$13,341	\$11,137	2025
Harc Foundationinc	CT	\$133,954	President/ce	\$37,368	\$33,224	2024
Odd Fellows Faith Hope And Charity	CT	\$136,335	Ceo	\$9,546	\$8,487	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **33** organizations. Compensation range \$2,258–\$83,234; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$103,650); for reference, expenses \$757,530 and assets \$18,400,969. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rick Alvis, reported title " <i>BOARD MEMBER</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	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	39 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 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 (Rick Alvis) 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 33 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$13,814 is reasonable (approximately the 39th 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.