

The Bridge Of West Tennessee Inc

Executive Director / CEO

EIN 462519984

TN · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Connie Holman, Executive Director / CEO** (\$17,752) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

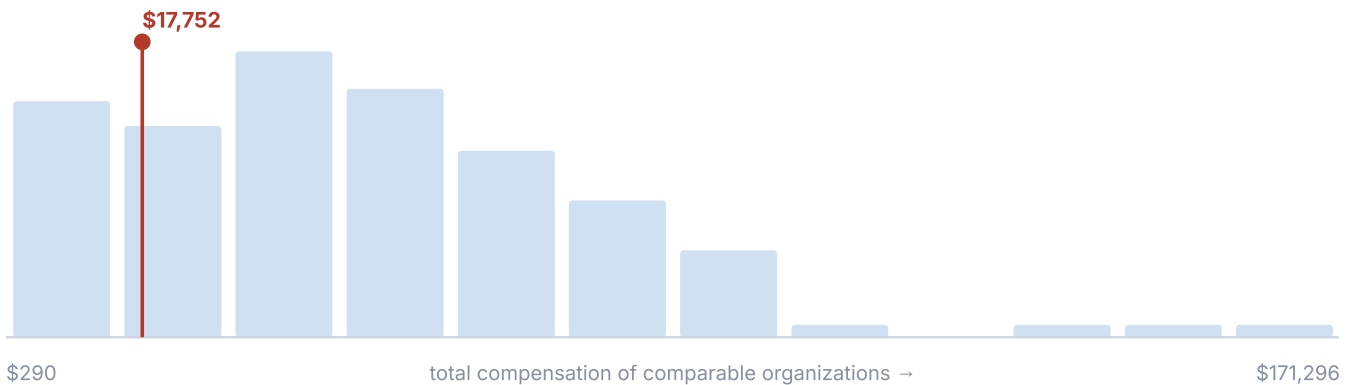
Benchmarked executive: Connie Holman — reported title "Treasurer", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$131,983 and \$295,485 — 0.67x to 1.50x the subject's \$196,990 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,865	\$23,740	\$42,766	\$63,267	\$81,485	\$17,752
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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 TN 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
Friends Of The Ulyssess S Grant	NY	\$197,672	Executive Di	\$19,862	\$17,579	2023
Servantworks Inc	IL	\$197,794	Asian Ministries Director	\$75,600	\$70,708	2024
The Charlotte Center For The Humanities Inc	NC	\$198,268	Executive Director	\$60,250	\$57,699	2025
Tears	ND	\$199,121	President	\$3,790	\$3,957	2024
Tipton County Council On Aging Inc	IN	\$199,940	Executive Di	\$37,500	\$37,622	2024
Pilipino Senior Resource Center	CA	\$193,011	Executive Dir.	\$24,950	\$20,496	2024
Hearts Of Empowerment Inc	VA	\$192,110	Ceo	\$33,275	\$31,468	2023
Marriage Missionaries	CO	\$202,713	President	\$69,185	\$63,113	2024
The Fuqua Foundation	IL	\$190,580	Director	\$13,447	\$12,252	2025
Love Not Lost Inc	GA	\$203,992	Executive Director	\$45,000	\$44,317	2023
Youth And Family Advocacy Services	SC	\$204,508	Case Manager	\$38,862	\$38,570	2024
Valverde Inc	CA	\$204,608	President/ceo	\$4,050	\$3,426	2023
Esteem Total Transformation	NC	\$188,177	Owner	\$54,000	\$53,082	2024
A Second Wish By Demetrius Inc	FL	\$187,840	Executive Director / Ceo	\$26,000	\$23,237	2024
Guardian Friend Associates Inc	WI	\$206,489	Executive Dir.	\$76,412	\$75,920	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Music Therapy Of The Rockies	CO	\$208,047	Executive Director	\$60,000	\$54,734	2024
Warren County Small Business Development	OH	\$209,273	Exec Director	\$80,496	\$81,110	2024
Operation Red White And Brave Foundation	AR	\$184,455	Chairman Of The Board	\$44,000	\$48,442	2023
Grandparents Raising Grandchildren	FL	\$209,556	Executive Di	\$36,550	\$32,665	2024
Waggies By Maggie And Friends Inc	DE	\$183,586	President	\$4,747	\$4,422	2024
Riseup Networks	WA	\$211,636	Treasurer	\$13,202	\$11,577	2023
The Five Pillars Organization	CA	\$181,873	Executive Dir.	\$19,000	\$15,608	2024
Project Prosper Inc	FL	\$213,822	Executive Director	\$103,726	\$92,702	2024
Senior Veterans Inc	CO	\$213,990	Ceo/president	\$50,500	\$46,068	2024
Fit And Faithful Living Inc	TX	\$214,407	Cofounding Vice President	\$28,800	\$27,407	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 116 organizations. Compensation range \$290–\$171,296; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$196,990); for reference, expenses \$134,274 and assets \$288,188.

ROLE MATCH	Connie Holman, reported title " <i>Treasurer</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	6 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	21 st
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	17 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 (Connie Holman) 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 116 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,752 is reasonable (approximately the 21st 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.