

African Resource Center Of West Michigan

Executive Director / CEO

EIN 464969773
 MI · NTEE P84
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Bernard Ayoola, Executive Director / CEO** (\$60,240) against **every comparable organization** that fit the selection criteria — **584** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

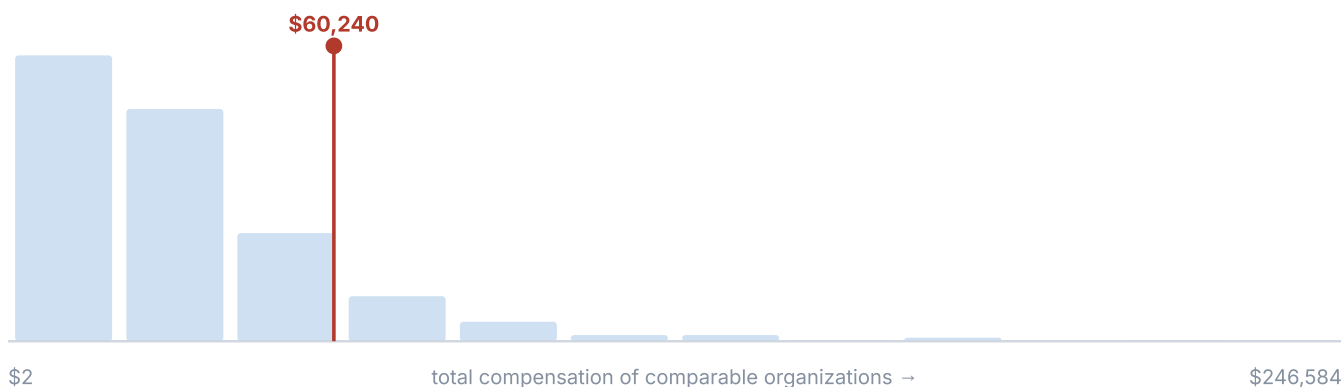
Benchmarked executive: Bernard Ayoola — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).
BUDGET	Total revenue between \$60,005 and \$134,340 — 0.67x to 1.50x the subject's \$89,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

584 organizations qualified on sector, size, and geography → **584** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,221	\$13,714	\$26,283	\$44,455	\$64,885	\$60,240
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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 MI 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
Parenting Resource Center Of East	TX	\$89,394	Executive Dir.	\$40,392	\$39,145	2024
Lincoln Road Llc	ID	\$89,749	Chief Executive Officer	\$6,686	\$6,891	2024
Bishop Joseph Ministries Inter	SD	\$89,921	President	\$42,000	\$46,235	2023
Woods Foundation Of New Jersey Inc	NJ	\$89,961	Treasurer	\$30,458	\$27,125	2023
Helping The Behaviorally Challenging	CA	\$89,112	President And Ceo	\$30,000	\$25,098	2024
Mary's House Ministry Alliance For	SC	\$89,055	Chairman	\$4,200	\$4,245	2024
New American Community Lending	MD	\$89,017	President & Ceo	\$40,592	\$37,853	2023
Nursing Foundation Of Pennsylvania	PA	\$90,107	Ceo	\$1,194	\$1,187	2023
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$17,251	2024
Teen Center Inc	TN	\$90,283	Treasurer	\$10,000	\$10,184	2024
Southwest Colorado Accelerator Prog	CO	\$90,333	Executive Di	\$106,416	\$101,780	2023
Manna Cafe Ci	VA	\$88,530	President	\$29,548	\$27,641	2024
Community And Seasoned Citizens Inc	OH	\$88,363	Trustee	\$3,432	\$3,522	2024
Honor Bound Foundation Inc	CT	\$88,313	President	\$74,983	\$68,114	2024
Adams Clubhouse - Quality Care For Special Needs	AR	\$90,822	Executive Director	\$5,486	\$5,974	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spaulding Family Resource Center	NC	\$90,824	Center Direc	\$21,600	\$21,623	2024
Helping Hands Of Potsdam Inc	NY	\$90,906	Executive Di	\$25,910	\$22,683	2024
Rainbow Farms Inc	MS	\$90,937	President	\$27,000	\$29,134	2024
Wayne Hostels Holding Inc	NY	\$88,086	Chief Executive Officer	\$19,703	\$17,249	2024
Hope For Grieving Families	VA	\$88,080	Executive Director	\$47,917	\$44,824	2024
Blue Water Residential Nonprofit	MI	\$87,761	Executive Director	\$8,971	\$8,971	2024
Love Inc Of Eagle River	AK	\$91,503	Executive Di	\$6,965	\$6,642	2023
United Helpers Residence Inc	NY	\$87,550	Chief Executive Officer	\$21,503	\$19,381	2023
International Leadership Training	MO	\$87,360	Director	\$38,666	\$39,677	2024
Northern Life Care Center Inc	MN	\$91,837	Executive Di	\$16,360	\$15,662	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 584 organizations. Compensation range \$2–\$246,584; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$89,560); for reference, expenses \$166,936 and assets \$85,039. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Bernard Ayoola, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	187 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	87 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	58 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 (Bernard Ayoola) 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 584 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,240 is reasonable (approximately the 87th 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.