

# Central Mediation Center

Executive Director / CEO

EIN 470758707  
 NE · NTEE Z99Z  
 FY ending 2024-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Terrin Williams, Executive Director / CEO** (\$93,403) against **every comparable organization** that fit the selection criteria — **221** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Terrin Williams — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$315,900 and \$707,241 — 0.67x to 1.50x the subject's \$471,494 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**221** organizations qualified on sector, size, and geography → **221** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,047	\$38,059	\$59,652	\$84,015	\$115,057	\$93,403
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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 NE 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="#">Lewis H Latimer Fund Inc</a>	NY	\$473,577	Executive Dir.	\$85,539	<b>\$71,865</b>	2024
<a href="#">Seg Advanced Modeling Corporation</a>	OK	\$473,998	Secretary	\$23,143	<b>\$24,394</b>	2023
<a href="#">The June L Mazer Lesbian Archives</a>	CA	\$467,980	Director	\$32,880	<b>\$26,397</b>	2024
<a href="#">The Thirteen</a>	DC	\$475,693	Artistic Director	\$45,500	<b>\$38,219</b>	2023
<a href="#">Palmtrail Inc</a>	FL	\$466,887	Ceo	\$10,000	<b>\$8,734</b>	2024
<a href="#">Fear For Breakfast</a>	CA	\$466,639	Executive Director	\$67,835	<b>\$54,461</b>	2024
<a href="#">Hawaii Children's Cancer Foundation</a>	HI	\$465,340	Executive Director	\$85,448	<b>\$73,229</b>	2023
<a href="#">On-ramps To Careers Inc</a>	DC	\$464,875	Managing Director	\$100,117	<b>\$81,684</b>	2024
<a href="#">Change Is Possible (Chips) Inc</a>	TN	\$478,786	Executive Di	\$88,219	<b>\$83,994</b>	2025
<a href="#">Steuben Community Properties Inc</a>	NY	\$463,904	Executive Director	\$25,894	<b>\$21,755</b>	2024
<a href="#">1807 Clinton Housing Development Fund</a>	NY	\$480,465	President/ceo	\$50,896	<b>\$44,023</b>	2023
<a href="#">Team Yakima Volleyball</a>	WA	\$461,073	Executive Director	\$76,928	<b>\$64,036</b>	2024
<a href="#">Friends Of The Sharon Art Studio</a>	CA	\$459,628	Executive Dir.	\$89,958	<b>\$72,222</b>	2024
<a href="#">Bay Area Bike Project</a>	CA	\$458,203	Board Member	\$25,250	<b>\$20,871</b>	2023
<a href="#">Seeds Of Learning</a>	CA	\$457,240	Executive Dir.	\$94,825	<b>\$76,129</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Highline Heritage Museum</a>	WA	\$456,861	Executive Director	\$77,956	<b>\$64,892</b>	2024
<a href="#">Lundberg Association</a>	WA	\$454,786	President	\$535,028	<b>\$445,364</b>	2024
<a href="#">Silver Impact Inc</a>	FL	\$454,495	Executive Di	\$70,000	<b>\$61,140</b>	2024
<a href="#">Forest Service Employees For</a>	OR	\$454,119	Executive Di	\$146,820	<b>\$126,767</b>	2024
<a href="#">Global Enteral Device Supplier</a>	GA	\$453,349	Executive Director	\$188,087	<b>\$175,833</b>	2024
<a href="#">Indian Dispute Resolution Services Inc</a>	CA	\$490,098	Executive Dir.	\$118,429	<b>\$97,888</b>	2023
<a href="#">Charles Crest li Corporation</a>	CO	\$490,823	Director	\$37,575	<b>\$33,499</b>	2024
<a href="#">Iowa Credit Union Foundation</a>	IA	\$494,711	Executive Director	\$94,952	<b>\$99,518</b>	2023
<a href="#">Inland Valley Repertory Theatre</a>	CA	\$446,902	Executive Director	\$33,865	<b>\$27,991</b>	2023
<a href="#">Trinity Terrace Inc</a>	WI	\$446,574	Ceo	\$22,653	<b>\$21,996</b>	2024

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

## ● Sample, role match & sensitivity

**PEER COUNT** 221 organizations. Compensation range \$720–\$445,364; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$471,494); for reference, expenses \$428,567 and assets \$230,751.

<b>ROLE MATCH</b>	Terrin Williams, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	5 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	<b>81<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>73<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>77<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>71<sup>st</sup></b>

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 (Terrin Williams) 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 10, 2026, comparing compensation against 221 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,403 is reasonable (approximately the 81<sup>st</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 10, 2026.