

# The Foundation Of The Women

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Camille Burns, Executive Director / CEO** (\$18,278) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Camille Burns — reported title “PRESIDENT &”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S11).

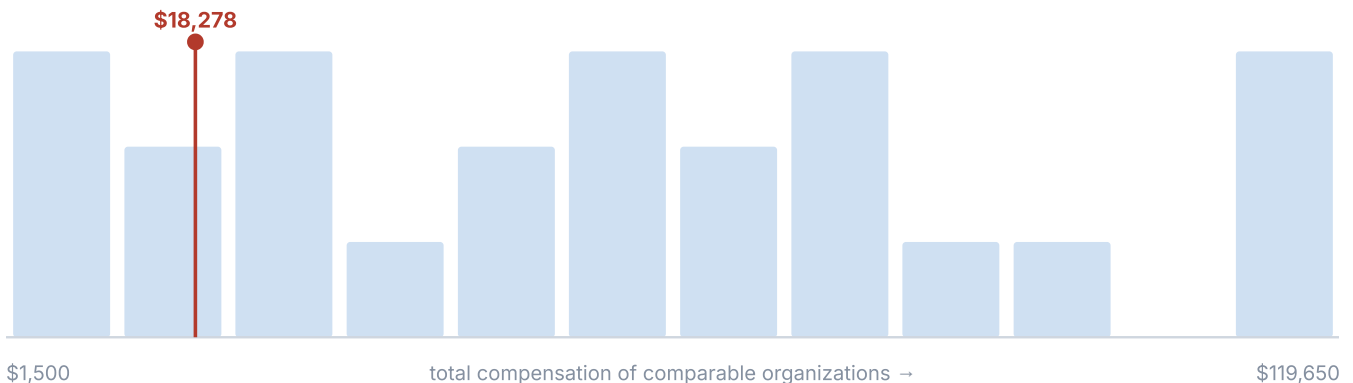
**BUDGET** Total revenue between \$197,033 and \$441,120 — 0.67x to 1.50x the subject's \$294,080 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S11), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,907

\$25,794

\$53,874

\$75,139

\$105,433

**\$18,278**



## ■ 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 NY 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="#">Nareit Foundation</a>	DC	\$290,348	President	\$68,663	<b>\$66,680</b>	2024
<a href="#">Two Harbors Area Food Shelf</a>	MN	\$286,289	Executive Director	\$69,927	<b>\$78,723</b>	2023
<a href="#">Pittsburgh Metropolitan Area</a>	PA	\$284,671	Executive Di	\$81,397	<b>\$92,482</b>	2023
<a href="#">Fort Worth Chamber Development</a>	TX	\$283,720	Chamber President & Ceo, P	\$23,937	<b>\$26,498</b>	2024
<a href="#">Tulsa Town Hall Endowment Inc</a>	OK	\$283,132	Executive Dir.	\$61,350	<b>\$72,833</b>	2025
<a href="#">Bbb Of Central Arizona Foundation</a>	AZ	\$282,163	Secretary	\$112,422	<b>\$119,650</b>	2024
<a href="#">Roebuck Ymca Collaborative Qalicb Inc</a>	AL	\$308,925	President	\$27,602	<b>\$33,000</b>	2024
<a href="#">Karl Perl Charitable Trust</a>	IL	\$314,900	Trustee	\$80,133	<b>\$89,757</b>	2023
<a href="#">Ujf Holdings Corp</a>	CA	\$325,986	Ceo (Current)	\$18,548	<b>\$18,248</b>	2023
<a href="#">Sme Preservation Fund</a>	TN	\$247,816	Secretary	\$24,000	<b>\$27,918</b>	2024
<a href="#">Highland Community Associationinc</a>	MD	\$341,244	Executive Di	\$71,470	<b>\$73,944</b>	2024
<a href="#">World Tang Soo Do Foundation</a>	NC	\$351,447	Coo/chief Of Staff	\$4,150	<b>\$4,745</b>	2024
<a href="#">National Association Of Elementary</a>	VA	\$353,924	President	\$51,268	<b>\$56,399</b>	2023
<a href="#">Charlestown Benevolent Care</a>	MD	\$355,905	President	\$22,889	<b>\$23,681</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Acvb Foundation Inc</a>	GA	\$222,034	President & Ceo	\$46,147	<b>\$51,349</b>	2024
<a href="#">Kansas City Regional Destination Develop</a>	MO	\$369,744	President And Ceo	\$5,086	<b>\$5,961</b>	2024
<a href="#">Schuyler County Human Services</a>	NY	\$378,917	President	\$1,500	<b>\$1,500</b>	2024
<a href="#">Community Foundation Of The Ozarks Stock Trust</a>	MO	\$203,994	Director/president & Ceo End 02/24	\$37,216	<b>\$43,621</b>	2024
<a href="#">Greater Wilkes-barre Growth Partnership</a>	PA	\$385,463	President/ceo	\$11,279	<b>\$12,447</b>	2024
<a href="#">Leap Foundation Inc</a>	MI	\$198,762	President & Ceo	\$54,838	<b>\$62,639</b>	2024
<a href="#">Partnership Grand Strand</a>	SC	\$411,342	Director	\$98,673	<b>\$110,983</b>	2025
<a href="#">Lynx Foundation</a>	CA	\$413,007	President & Ceo	\$60,449	<b>\$59,471</b>	2023
<a href="#">Alexandria Small Business Development</a>	VA	\$418,773	President	\$37,953	<b>\$41,751</b>	2023
<a href="#">The College For Behavioral Health Leadership</a>	AZ	\$431,829	Executive Director	\$108,917	<b>\$115,920</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 24 organizations. Compensation range \$1,500–\$119,650; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$294,080); for reference, expenses \$606,151 and assets \$202,395. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

**ROLE MATCH** Camille Burns, reported title "*PRESIDENT &*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</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 (Camille Burns) 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 24 similarly situated organizations (Same NTEE sector (S11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,278 is reasonable (approximately the 21<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 9, 2026.