

Transitional Remedies Solutions

Executive Director / CEO

EIN 474786254
 MA · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Wilbur Brown, Executive Director / CEO** (\$17,200) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

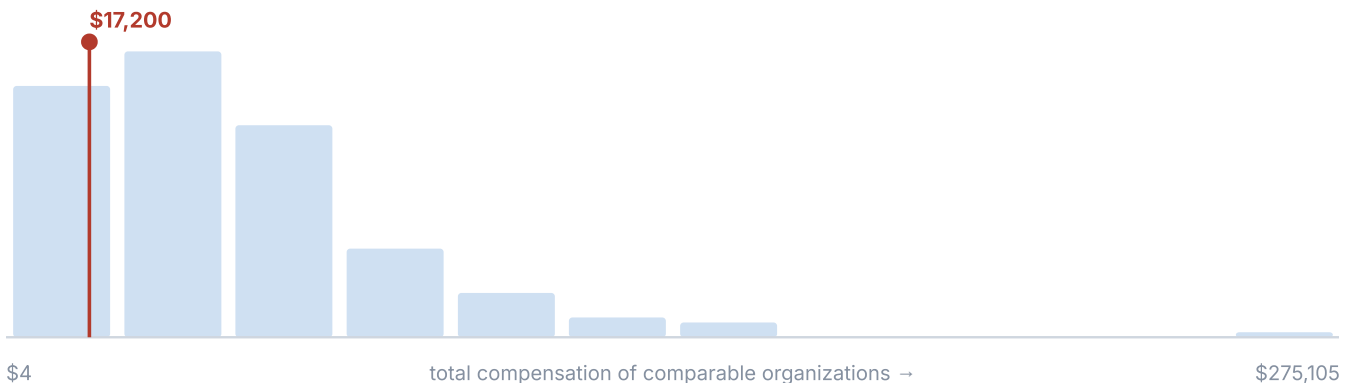
Benchmarked executive: Wilbur Brown — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$68,412 and \$153,162 — 0.67x to 1.50x the subject's \$102,108 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,058	\$21,172	\$37,814	\$63,388	\$85,567	\$17,200
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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 MA 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
Mother-wise	CA	\$102,303	Executive Di	\$44,375	\$42,641	2023
The New Citizens Press Community Action Network	MI	\$101,898	Director	\$9,989	\$11,144	2024
Life House Ministries	WA	\$102,353	Executive Director	\$37,500	\$37,362	2023
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$71,584	2024
Servants Heart Outreach	AR	\$101,374	Executive Director	\$25,962	\$31,543	2024
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$33,395	2023
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$76,806	2024
Dimock Support Corporation	MA	\$100,000	President/ceo	\$23,674	\$23,674	2023
The Williamsburg Institute	VA	\$100,000	Ceo	\$68,000	\$73,065	2023
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$48,684	2024
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$82,902	2023
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$23,639	2023
Girls Health Period	OH	\$98,357	President	\$42,058	\$49,572	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$68,033	2024
Common Place Inc	IL	\$97,878	President/ceo	\$4,265	\$4,666	2023
United Way Of Adams County Indiana Inc	IN	\$97,834	Executive Director	\$30,000	\$33,314	2025
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$47,914	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grant Road Holdings Inc	AZ	\$96,949	Ceo	\$57,526	\$59,800	2024
Voices Of Mercy Outreach Ministries Inc	LA	\$96,889	President	\$15,380	\$18,306	2024
St Marys Outreach Inc	OR	\$96,779	Co Director	\$4,200	\$4,340	2023
Virtuemedial Inc	GA	\$107,745	President & Founder	\$83,197	\$93,091	2023
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$59,792	2023
Arc Of Wayne Foundation Inc	NY	\$96,113	Chief Executive Officer	\$19,703	\$19,245	2024
Emotional Health Institute	CA	\$95,630	Admin	\$4	\$4	2024
Mahp Foundation	MI	\$95,623	President	\$26,287	\$29,328	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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	187 organizations. Compensation range \$4–\$275,105; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,108); for reference, expenses \$83,941 and assets \$0.
ROLE MATCH	Wilbur Brown, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	30 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 (Wilbur Brown) 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 187 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,200 is reasonable (approximately the 20th 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.