

# Tarc Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Eileen Doran, Executive Director / CEO** (\$23,113) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Eileen Doran — 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 (F11).
BUDGET	Total revenue between \$50,423 and \$112,888 — 0.67x to 1.50x the subject's \$75,259 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**92** organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,258	\$11,452	\$23,340	\$43,512	\$63,497	\$23,113
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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 KS 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="#">Elk Institute For Psychological</a>	FL	\$75,981	Executive Di	\$51,894	<b>\$46,458</b>	2023
<a href="#">New Milestones Foundation Inc</a>	TX	\$76,503	Ceo	\$29,658	<b>\$27,461</b>	2024
<a href="#">Leaf411</a>	CO	\$73,907	Executive Di	\$8,500	<b>\$7,544</b>	2024
<a href="#">One More Moment Inc</a>	AL	\$73,872	President	\$1,000	<b>\$1,000</b>	2024
<a href="#">Dream Works Inc</a>	NC	\$76,982	Executive Director	\$8,929	<b>\$8,320</b>	2025
<a href="#">East Pittsburgh Commons Inc</a>	PA	\$73,506	President & Ceo	\$5,667	<b>\$5,231</b>	2024
<a href="#">Lakes Area Community Coalition</a>	MI	\$73,345	President	\$22,900	<b>\$21,879</b>	2024
<a href="#">New Life House Inc</a>	OK	\$72,864	Key Employee	\$24,241	<b>\$24,071</b>	2025
<a href="#">Southlake Center Residential Inc</a>	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	<b>\$63,497</b>	2023
<a href="#">Friends Of Youth Foundation</a>	WA	\$71,511	President & Ceo	\$10,775	<b>\$8,699</b>	2025
<a href="#">New Strides Inc</a>	NY	\$79,531	Executive Dir.	\$11,129	<b>\$9,309</b>	2024
<a href="#">Westside Community Residence Inc</a>	NY	\$70,315	Ceo	\$18,651	<b>\$16,061</b>	2023
<a href="#">Hope Christian Center Inc</a>	NY	\$80,233	Administrati	\$13,929	<b>\$11,651</b>	2024
<a href="#">Anonymous Alliance Of Charitable Organizations Inc (Aaco)</a>	TX	\$81,698	Director, President & Treasurer	\$45,500	<b>\$43,374</b>	2023
<a href="#">William Glasser International Inc</a>	IL	\$81,888	Executive Director	\$24,800	<b>\$23,235</b>	2023
<a href="#">Dance With Todd Inc</a>	FL	\$81,981	Executive Director And Board Memeber	\$48,000	<b>\$42,972</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Deep Healing Ministries Of Atlanta Inc</a>	GA	\$68,319	President	\$49,559	<b>\$47,488</b>	2023
<a href="#">Woolard Homes Inc</a>	MD	\$82,272	President	\$20,272	<b>\$18,061</b>	2023
<a href="#">Community Transformation Partners</a>	IN	\$68,033	President	\$45,000	<b>\$43,926</b>	2024
<a href="#">Paradise Life Resource Team</a>	CA	\$67,854	Chairman	\$7,600	<b>\$6,075</b>	2024
<a href="#">Esperance Homes Inc</a>	MD	\$67,788	President	\$20,272	<b>\$18,061</b>	2023
<a href="#">Castor Housing Development Corporation</a>	PA	\$82,752	Director Of Construction	\$13,787	<b>\$13,102</b>	2023
<a href="#">Access Foundation Of Kansas</a>	KS	\$82,833	President	\$18,690	<b>\$18,690</b>	2024
<a href="#">Richard Walz Apartments Inc</a>	MO	\$67,135	President	\$7,395	<b>\$7,063</b>	2025
<a href="#">Single Parent In Need Foundation</a>	CA	\$83,615	President, Director	\$78,133	<b>\$64,296</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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** 92 organizations. Compensation range \$1,000–\$272,643; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$75,259); for reference, expenses \$38,582 and assets \$7,106,036. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Eileen Doran, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	70 <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 (Eileen Doran) 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 92 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,113 is reasonable (approximately the 48<sup>th</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.