

The Deerwood Foundation Inc

Executive Director / CEO

EIN 521880596
 MD · NTEE O50
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Bruce Wilhelm, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

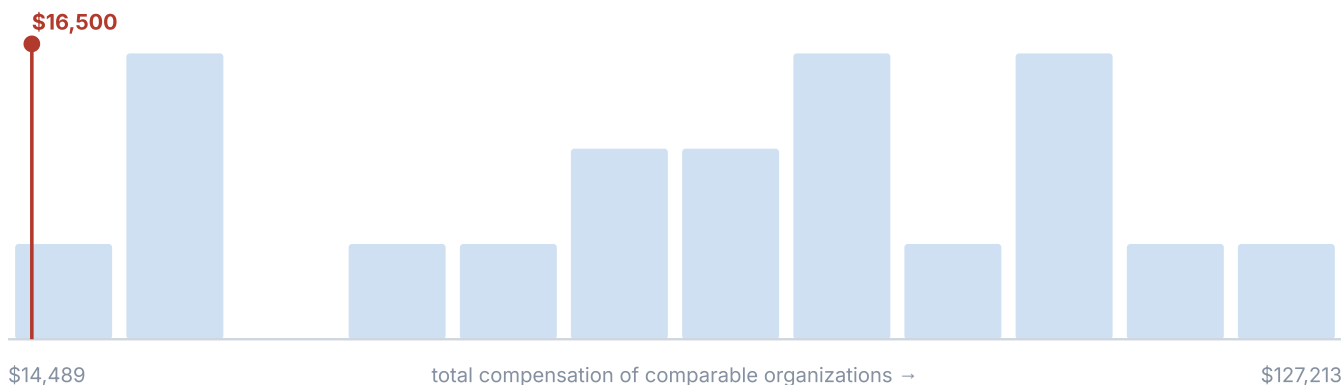
Benchmarked executive: Bruce Wilhelm — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$156,172 and \$349,639 — 0.67x to 1.50x the subject's \$233,093 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + MD + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,819	\$48,349	\$77,000	\$98,865	\$105,795	\$16,500
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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 MD 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
Planet Hope Land And Sea	MD	\$238,166	Executive Director	\$68,500	\$68,500	2024
Impactdmv Inc	MD	\$227,856	Executive Director	\$24,960	\$24,960	2024
Imagine Me Ministries Inc	MD	\$243,844	Executive Director	\$104,315	\$104,315	2024
The Advance Project	MD	\$244,362	President	\$102,336	\$102,336	2024
Hills To Climb	MD	\$219,232	Executive Director	\$53,175	\$53,175	2024
318 Foundation Inc	MD	\$213,987	President &	\$85,000	\$85,000	2024
Building Mosaics Solutions Inc	MD	\$212,650	Officer	\$111,716	\$111,716	2024
Team Takeover Inc	MD	\$257,750	President	\$14,073	\$14,489	2023
Medical Education Resources Initiative	MD	\$194,784	Executive Director	\$127,213	\$127,213	2024
Youth Activism Project	MD	\$285,671	Chief Executive Officer	\$102,246	\$102,246	2024
Empowering The Ages Inc	MD	\$289,362	Executive Director	\$95,484	\$95,484	2024
Girls On The Run Of Mid And Western Mary	MD	\$292,640	Executive Dir.	\$44,675	\$43,523	2025
Mentoring Male Teens In The Hood Inc	MD	\$301,643	President	\$69,340	\$69,340	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$26,839	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Total Foundation Inc	MD	\$323,666	President & Ceo	\$85,500	\$88,025	2023
Big Brothers Big Sisters Of The	MD	\$326,665	Executive Di	\$76,678	\$76,678	2024
Brausa United Futebol Club Inc	MD	\$335,435	President	\$77,000	\$77,000	2024
East-west Cultural And Educationalcenter Inc	MD	\$336,077	Director	\$23,560	\$24,256	2023
Little Friends For Peace Inc	MD	\$339,254	Co Director	\$80,800	\$80,800	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 19 organizations. Compensation range \$14,489–\$127,213; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$233,093); for reference, expenses \$199,642 and assets \$1,483,811.

ROLE MATCH Bruce Wilhelm, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	5 th

All sources (D + E + F), adjusted

5th

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 (Bruce Wilhelm) 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 19 similarly situated organizations (Same NTEE sector (O50) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 5th 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.