

# Elijah Cummings Youth Program

Executive Director / CEO

EIN 522136761

MD · NTEE Q230

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen St Villier Hill, Executive Director / CEO** (\$97,402) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

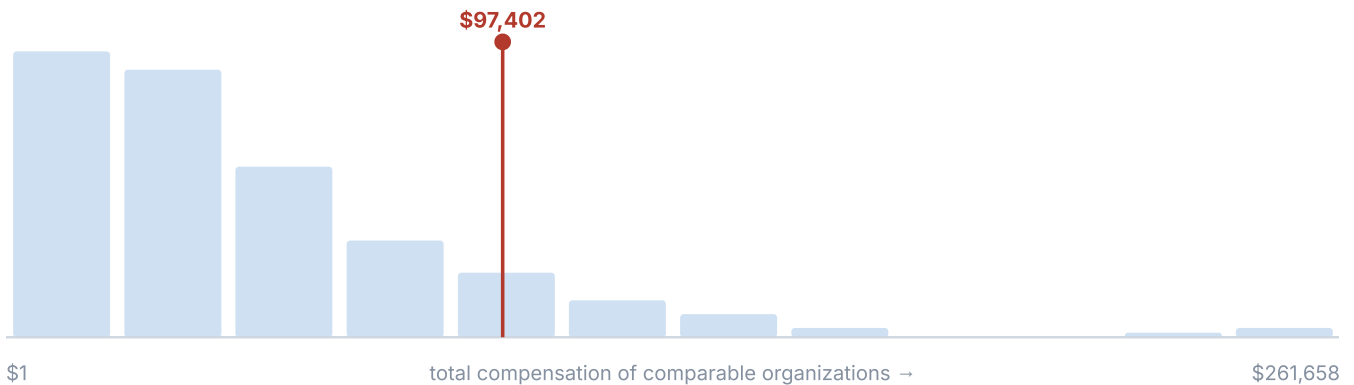
**Benchmarked executive:** Kathleen St Villier Hill — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q230).
BUDGET	Total revenue between \$95,840 and \$214,567 — 0.67x to 1.50x the subject's \$143,045 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**210** organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,968	\$16,875	\$38,081	\$64,753	\$100,085	\$97,402
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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
<a href="#">Guatemala Healing Hands Foundation Inc</a>	NY	\$142,751	President	\$20,351	<b>\$18,614</b>	2025
<a href="#">Focus Builders International</a>	TX	\$143,877	President	\$27,000	<b>\$27,336</b>	2025
<a href="#">Codespa America</a>	DC	\$144,538	Executive Director	\$128,057	<b>\$116,749</b>	2024
<a href="#">Ten Thousand Villages Of Central Pennsylvania Inc</a>	PA	\$144,642	Executive Director	\$44,448	<b>\$46,051</b>	2024
<a href="#">The Westminster Institute</a>	VA	\$145,000	Director	\$43,750	<b>\$43,888</b>	2024
<a href="#">American Security Council</a>	FL	\$145,098	Executive Di	\$71,654	<b>\$69,934</b>	2024
<a href="#">World Dental Relief Inc</a>	OK	\$140,901	President	\$84,400	<b>\$96,555</b>	2024
<a href="#">Christalis Inc</a>	MD	\$140,420	President/ceo (Founder)	\$42,500	<b>\$42,500</b>	2023
<a href="#">Nanubhai Education Foundation Inc</a>	GA	\$140,204	Executive Director	\$8,400	<b>\$8,775</b>	2024
<a href="#">Forming Sustainable Development Foundations Inc</a>		\$146,122	Board Chair	\$12,000	<b>\$11,656</b>	2024
<a href="#">Open Arms Foundation Inc</a>	WV	\$139,946	Board Chair	\$50,350	<b>\$56,638</b>	2024
<a href="#">Desert Angels Inc</a>	AZ	\$139,479	Ceo	\$96,313	<b>\$99,076</b>	2023
<a href="#">Economic Development And Empowerment Through Mentoring</a>	MA	\$139,080	Excecutive Director	\$11,450	<b>\$10,690</b>	2024
<a href="#">Mountaintop International</a>	DC	\$138,462	Ceo	\$40,999	<b>\$38,483</b>	2023
<a href="#">Firekeepers International</a>	TN	\$138,327	President	\$23,197	<b>\$25,332</b>	2024
<a href="#">European Union Studies Association</a>	PA	\$147,788	Executive Di	\$39,887	<b>\$42,546</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">M&amp;g Etomi Foundation</a>	NC	\$138,000	President	\$1	<b>\$1</b>	2023
<a href="#">Pace Universal</a>	CA	\$136,954	Founder	\$57,450	<b>\$53,062</b>	2023
<a href="#">Global Seed Savers</a>	CO	\$149,336	Executive Dir.	\$56,000	<b>\$57,436</b>	2023
<a href="#">Madison International Partners Inc</a>	WI	\$149,341	Executive Di	\$71,000	<b>\$77,037</b>	2024
<a href="#">Fs Home Owners Foundation Inc</a>	CT	\$149,575	Secretarytreasurer	\$431	<b>\$420</b>	2024
<a href="#">The Tia Foundation Inc</a>	AZ	\$136,226	President Ceo	\$71,433	<b>\$71,374</b>	2024
<a href="#">Social Inquiry Inc</a>	NY	\$135,894	Secretary	\$6,000	<b>\$5,633</b>	2024
<a href="#">Humanistsinternationalinc</a>	DC	\$135,870	Chief Executive Officer	\$16,442	<b>\$14,990</b>	2024
<a href="#">Horeb Ministries</a>	VA	\$150,363	Treasurer	\$25,350	<b>\$25,430</b>	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 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 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 210 organizations. Compensation range \$1–\$261,658; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$143,045); for reference, expenses \$502,542 and assets \$2,227,801. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Kathleen St Villier Hill, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	87 <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 (Kathleen St Villier Hill) 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 210 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,402 is reasonable (approximately the 89<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.