

Woodbourne Center Charitable Trust

Executive Director / CEO

EIN 527218778

MN · NTEE B11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Murray, Executive Director / CEO** (\$32,642) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Murray — reported title “CEO & President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$180,276 and \$403,605 — 0.67x to 1.50x the subject's \$269,070 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,482	\$16,983	\$36,594	\$66,409	\$94,928	\$32,642
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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 MN 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
Touro Law Center Development Foundation	NY	\$267,980	President	\$28,129	\$26,484	2023
Lampighter Educational Group Inc	FL	\$270,516	Secretary	\$24,445	\$23,927	2023
Wayland Public Schools Parent	MA	\$267,530	Treasurer	\$5,972	\$5,591	2023
The Bridge-a Joseph Company Inc	TN	\$266,814	Treasurer	\$21,750	\$23,137	2024
Bynum School Endowment Fund Management Inc	TX	\$272,653	Executive Director Bynum School	\$7,325	\$7,415	2024
Newtown Parent Connection Inc	CT	\$265,273	Executive Director	\$70,000	\$66,422	2024
The Harrisburg Academy Foundation	PA	\$265,069	Head Of School	\$15,824	\$15,970	2024
Teaching & Learning Collaborative	OH	\$273,108	Executive Director	\$6,100	\$6,732	2023
Love 4 One Another Charities	MN	\$275,303	Executive Director	\$81,250	\$83,650	2023
Wheaton Academy Institute	IL	\$277,752	Executive Director Wai	\$38,341	\$38,147	2024
Cocodrilo Development Corporation	NY	\$277,881	Ceo	\$236,798	\$210,969	2025
Disability In Wisconsin Inc	WI	\$260,068	Executive Director Current	\$118,750	\$125,510	2024
The Columbia Education Foundation	PA	\$278,150	Treasurer	\$6,000	\$6,055	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bloomfield Educational Foundation	NJ	\$278,316	Executive Di	\$32,760	\$28,839	2025
Literacy Volunteers Of Bangor	ME	\$280,275	Executive Dir.	\$50,875	\$51,556	2024
Lau Health Foundation Inc	NY	\$280,828	Former President	\$348,130	\$318,364	2024
College Of Idaho 2nd Century Fund	ID	\$254,153	Vp Finance & Administration	\$14,291	\$15,385	2024
Foundation For Science And Mathematics	LA	\$284,210	Executive Director	\$51,875	\$59,516	2023
Fund For Ucap	RI	\$285,112	President	\$28,872	\$28,846	2023
Panther Creek Band Boosters	NC	\$253,020	Band Director	\$5,000	\$5,228	2024
Weilenmann Enrichment Corporation	UT	\$252,634	Executive Director	\$10,252	\$10,933	2023
Boys Hope Girls Hope Academy Program	OH	\$286,526	Exec.dir.(until 4/16/22)	\$22,806	\$25,168	2023
Georgia Association Of Student	GA	\$251,053	Executive Di	\$2,500	\$2,544	2024
Chambersburg Area School District	PA	\$288,431	Executive Director	\$7,798	\$8,102	2023
Norwin School District Community Foundation	PA	\$248,891	Director	\$78,101	\$81,150	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	138 organizations. Compensation range \$677–\$540,101; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$269,070); for reference, expenses \$242,935 and assets \$6,214,389.
ROLE MATCH	Michelle Murray, reported title "CEO & President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 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	48 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Michelle Murray) 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 138 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,642 is reasonable (approximately the 48th 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.