

Center For Sexual Assault Survivors

Executive Director / CEO

EIN 541934355
 VA · NTEE F42
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Xiomara Harris, Executive Director / CEO** (\$61,757) against **every comparable organization** that fit the selection criteria — **810** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

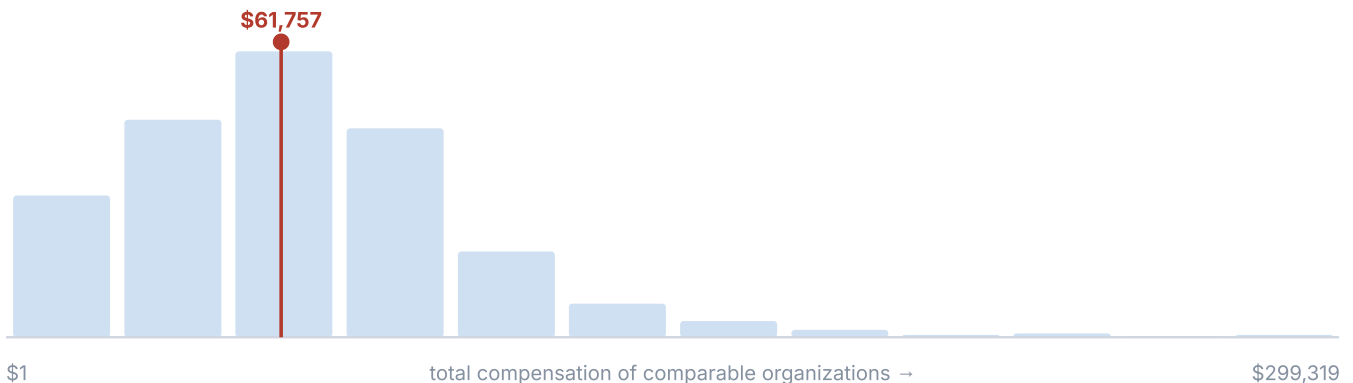
Benchmarked executive: Xiomara Harris — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

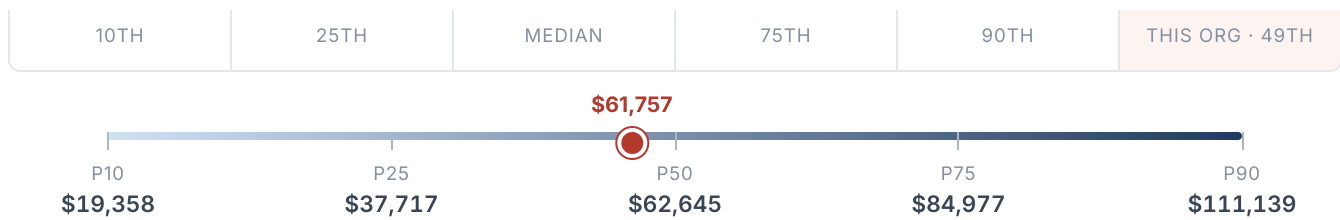
SECTOR	Organizations sharing the subject's NTEE classification (F42).
BUDGET	Total revenue between \$245,414 and \$549,435 — 0.67x to 1.50x the subject's \$366,290 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

810 organizations qualified on sector, size, and geography → **810** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,358	\$37,717	\$62,645	\$84,977	\$111,139	\$61,757
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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 VA 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
Story House Ministries Inc	IN	\$366,241	Executive Di	\$69,224	\$77,839	2023
Applied Prevention Science	OH	\$366,492	Treasurer	\$78,250	\$88,371	2023
The Yellow Tulip Project	ME	\$366,033	Director	\$1,736	\$1,853	2023
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$20,307	2024
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$74,601	2024
Marriage Heritage Inc	GA	\$364,732	Ceo & Secretary	\$144,000	\$149,957	2024
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$76,240	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$15,232	2025
Community Center For Healthy Minds	CA	\$368,309	Director	\$95,807	\$85,682	2024
Our Place Of Hope	SC	\$364,203	Director	\$56,870	\$61,446	2024
Columbus County Dream Center Inc	NC	\$364,138	Exe Director	\$52,010	\$55,658	2024
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$33,537	2024
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$85,444	2024
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$29,371	2024
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$60,268	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nami Lake County Oh	OH	\$363,723	Executive Director	\$47,500	\$53,644	2023
Aurora Living Resources Inc	CO	\$363,615	Ceo	\$33,102	\$33,845	2023
Golden Triangle Contact	MS	\$369,232	Executive Director	\$45,000	\$51,907	2024
Alano Club Of Kent County	MI	\$363,081	Executive Di	\$70,850	\$75,739	2024
R & B Counseling Corp Nfp	IL	\$369,875	Chair	\$50,750	\$53,200	2023
Western Maine Addiction Recovery Initiative	ME	\$369,918	Executive Director	\$62,060	\$66,262	2023
Grants Pass Sobering Center Inc	OR	\$370,463	Executive Director	\$17,105	\$16,937	2023
Marshmallow's Hope Nonprofit	IL	\$362,070	Executive Di	\$50,000	\$52,414	2023
The Moriah Foundation	IL	\$370,540	Executive Director	\$134,325	\$140,810	2023
Idaho Federation Of Families For Childrens Mental	ID	\$370,560	Executive Director	\$89,764	\$96,348	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **810** organizations. Compensation range \$1–\$299,319; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$366,290); for reference, expenses \$395,288 and assets \$174,798.

ROLE MATCH	Xiomara Harris, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	49 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	44 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 (Xiomara Harris) 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 810 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,757 is reasonable (approximately the 49th 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.