

# Neighborhood Outreach Connection

Executive Director / CEO

EIN 542083947

SC · NTEE P80

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Palma, Executive Director / CEO** (\$69,167) against **every comparable organization** that fit the selection criteria — **296** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

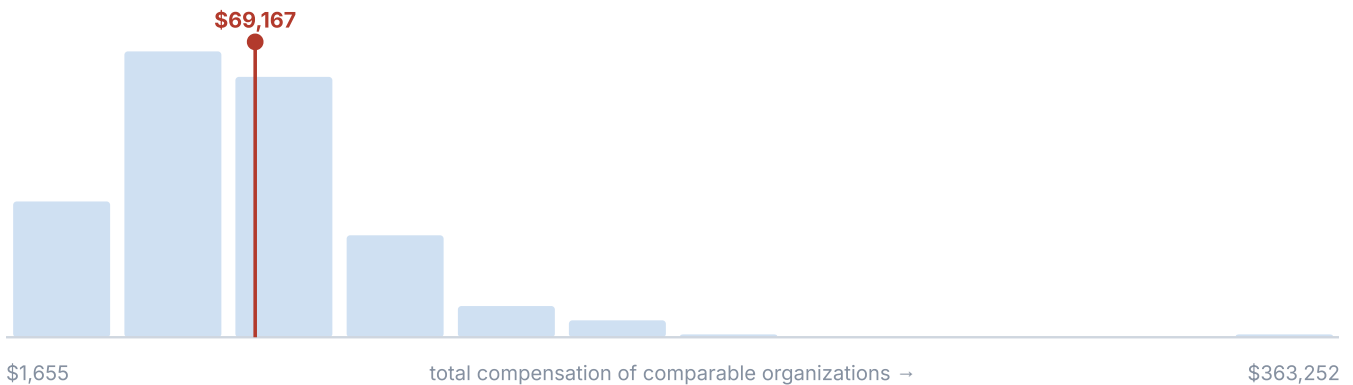
**Benchmarked executive:** Julie Palma — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$333,290 and \$746,172 — 0.67x to 1.50x the subject's \$497,448 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**296** organizations qualified on sector, size, and geography → **296** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,738	\$44,970	\$60,867	\$81,758	\$104,834	\$69,167
----------	----------	----------	----------	-----------	----------



## ● 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 SC 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="#">Women's Fund Of Greater Milwaukee Inc</a>	WI	\$502,859	Executive Director	\$155,341	<b>\$155,508</b>	2024
<a href="#">Alternative Pathways</a>	MI	\$503,546	Director	\$46,118	<b>\$45,628</b>	2024
<a href="#">Jewish Los Angeles Special Needs</a>	CA	\$490,602	Executive Dir.	\$76,150	<b>\$64,892</b>	2023
<a href="#">Construction Forum</a>	MO	\$504,882	Secretary	\$140,124	<b>\$146,463</b>	2023
<a href="#">The QI Plus Program</a>	VA	\$489,531	Executive Dir./secretary	\$141,706	<b>\$131,152</b>	2024
<a href="#">Home Base Inc</a>	VT	\$505,778	Co-director	\$64,341	<b>\$63,910</b>	2023
<a href="#">Showering Love Inc</a>	FL	\$505,824	Ceo	\$61,000	<b>\$56,552</b>	2023
<a href="#">Simple Changes Inc</a>	VA	\$507,111	V Pres/exec	\$87,425	<b>\$80,914</b>	2024
<a href="#">Passages Women's Transitional Living Inc</a>	SD	\$487,200	Executive Director	\$55,104	<b>\$58,294</b>	2024
<a href="#">Gliding Starsinc</a>	NY	\$507,788	Executive Di	\$62,480	<b>\$52,723</b>	2025
<a href="#">Nenana Tortella Council On Aging</a>	AK	\$485,329	Activity Director	\$123,353	<b>\$110,129</b>	2025
<a href="#">The Anika Foundation</a>	MN	\$483,946	Executive Director	\$67,761	<b>\$66,075</b>	2023
<a href="#">Common Ground Outdoor Adventures</a>	UT	\$482,486	Executive Director	\$125,097	<b>\$119,563</b>	2025
<a href="#">The Pangea Network</a>	TX	\$513,658	Executive Director	\$77,400	<b>\$74,215</b>	2024
<a href="#">Mission To El Salvador</a>	PA	\$481,233	Executive Di	\$42,334	<b>\$40,467</b>	2024
<a href="#">C &amp; L A Support Service Inc</a>	FL	\$481,042	Executive Director	\$57,700	<b>\$50,619</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stone-hayes Center For Independent Living</a>	IL	\$480,688	Executive Director	\$57,636	<b>\$54,314</b>	2024
<a href="#">Hitching Post Ministries</a>	CA	\$515,120	Program Director	\$61,920	<b>\$51,252</b>	2024
<a href="#">Sowhope Org</a>	MI	\$479,496	Corp President And Ceo	\$85,000	<b>\$86,582</b>	2023
<a href="#">Inclusive Services Inc</a>	FL	\$515,771	Director	\$60,762	<b>\$54,715</b>	2024
<a href="#">Toby House Vii Inc</a>	AZ	\$516,476	President/ceo	\$31,340	<b>\$28,891</b>	2024
<a href="#">Independent Living Center Of North</a>	OH	\$516,802	Executive Di	\$72,400	<b>\$71,610</b>	2025
<a href="#">Riverwood Therapeutic Riding Center</a>	NC	\$516,913	Executive Di	\$63,978	<b>\$63,366</b>	2024
<a href="#">Network Ministries Inc</a>	PA	\$518,350	Executive Dir.	\$79,255	<b>\$75,760</b>	2024
<a href="#">Women's Fund Of Rhode Island</a>	RI	\$518,387	Chief Executive Officer	\$79,171	<b>\$74,918</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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** 296 organizations. Compensation range \$1,655–\$363,252; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$497,448); for reference, expenses \$521,069 and assets \$1,344,629.

**ROLE MATCH** Julie Palma, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 12 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	51 <sup>st</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 (Julie Palma) 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 296 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,167 is reasonable (approximately the 59<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.