

West Virginia Bar Foundation Inc

Executive Director / CEO

EIN 550690434

WV · NTEE I128

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tessa White, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **429** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Tessa White — 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 (I128).

BUDGET Total revenue between \$165,308 and \$370,093 — 0.67x to 1.50x the subject's \$246,729 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

429 organizations qualified on sector, size, and geography → **429** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,161	\$36,207	\$54,790	\$73,404	\$92,548	\$38,000
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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 WV 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
Made New Foundation Inc	CA	\$246,584	Executive Director	\$16,500	\$13,507	2024
The Front Line Foundation	MN	\$247,108	President &	\$54,167	\$50,741	2024
Capital Region Crime Stoppers Inc	LA	\$245,875	Executive Di	\$80,000	\$83,512	2024
Family & Children's Council	IA	\$247,648	Executive Director	\$78,000	\$83,357	2023
Women Of Hope Inc	OH	\$245,629	Executive Director	\$62,500	\$64,610	2023
Journey 4ward	TX	\$245,349	Advocate/director	\$52,737	\$50,011	2024
Anchor Of Hope International Ministries Inc	CA	\$245,329	Executive Directorboardmember	\$56,160	\$45,973	2024
Fresh Start Learning	WI	\$248,341	Executive Director	\$118,339	\$117,164	2024
Battered But Not Broken	SC	\$245,008	Executive Director And Founde	\$50,485	\$51,405	2023
Pittsburgh Legal Diversity & Inclusion	PA	\$248,600	Executive Director	\$101,263	\$95,733	2024
First Judicial District Casa-gal Program	MT	\$248,664	Executive Director	\$54,683	\$55,881	2024
Pedal The Pacific	TX	\$244,736	Director	\$65,000	\$63,461	2023
Hero House The Childrens Advocacy	GA	\$248,817	Executive Direc	\$65,030	\$61,988	2024
The Delta Project	MI	\$244,281	Director	\$75,000	\$73,388	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hands Of Luke Medical Ministries	TX	\$249,383	Executive Director	\$4,500	\$4,267	2024
New Mexico Foundation	NM	\$243,823	Former Executive Director	\$60,000	\$61,179	2024
1614-1622 Jonquil Terrace	IL	\$249,733	Executive Director/ceo	\$19,212	\$18,435	2023
The Rise Foundation By Envoy Inc	IL	\$250,000	President And Executive Directo	\$132,563	\$127,200	2023
The Seventeenth Judicial Circuit Co	AL	\$243,016	Executive Director	\$68,500	\$72,228	2023
New Vision Inc	TN	\$250,643	President	\$51,000	\$50,821	2024
Treatment Court Foundation Of Sweetwater County	WY	\$250,657	Coordinator	\$55,750	\$58,266	2023
Opening Doors International Services Inc	TX	\$251,057	Executive Dir.	\$55,000	\$52,157	2024
Road To Empowerment Restorative	CA	\$251,367	Principal Of	\$31,998	\$26,194	2024
Safebae Org Inc	ME	\$242,014	Excecutive Director	\$29,000	\$28,343	2023
Lamoille County Special Investigation	VT	\$241,895	Excecutive Director	\$68,515	\$65,377	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV cost of living and 2025 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 WV 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	429 organizations. Compensation range \$9–\$385,682; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$246,729); for reference, expenses \$135,187 and assets \$1,759,268. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tessa White, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	27 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	23 rd

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 (Tessa White) 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 429 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 27th 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.