PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Huntsville Assistance Program

Executive Director / CEO

EIN **562292453**
AL · NTEE P20
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Wendy Kirk, Executive Director / CEO** ($67,500) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 60th percentile of comparable organizations

within the typical range

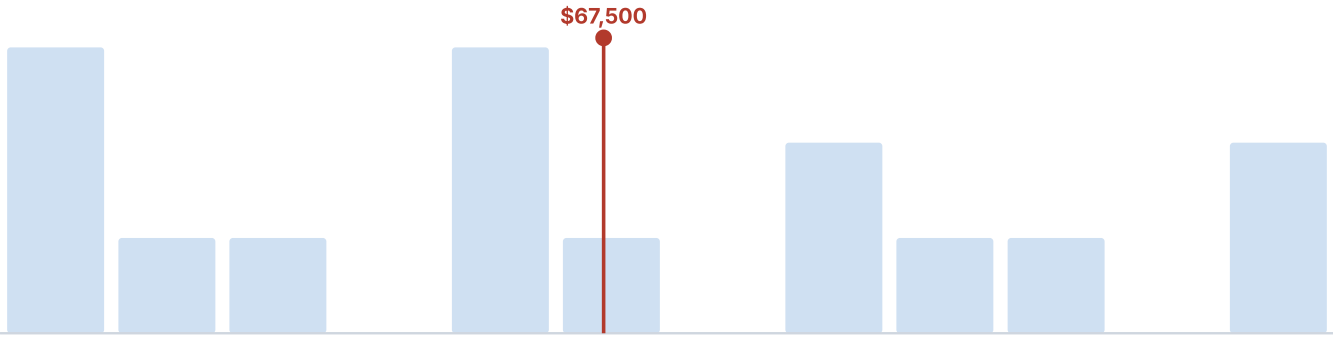
> **Benchmarked executive:** Wendy Kirk — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between $237,368 and $531,421 — 0.67× to 1.50× the subject's $354,281 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + AL + budget 0.67–1.5× revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



$18,736 — total compensation of comparable organizations → — $126,484

$26,533	$36,988	$61,193	$91,450	$115,845	$67,500

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 AL 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
Kidz Outdoors Inc	AL	$347,019	Secretar/tre	$19,800	**$18,736**	2025
Disability Resource Network	AL	$327,865	Executive Director	$58,077	**$56,411**	2024
Unite Inc	AL	$318,018	Executive Director	$33,830	**$32,859**	2024
Southeast Alabama Works Inc	AL	$405,443	Executive Director	$87,051	**$84,554**	2024
Fishers Farm Corporation	AL	$430,838	Director Of	$59,875	**$58,157**	2024
Agape Of North Alabama Inc	AL	$446,333	Exec Director	$106,330	**$103,279**	2024
Unsheltered International	AL	$451,392	President & Ceo	$26,455	**$26,455**	2023
Alabama Blackbelt Scholars Inc	AL	$464,056	Executive Director	$42,331	**$41,117**	2024
Restore Ministries Of	AL	$467,912	Counselor	$127,891	**$124,222**	2024
Community Enabler Developers Inc	AL	$238,521	Executive Di	$27,437	**$26,650**	2024
White Men For Racial Justice Inc	AL	$473,500	Director	$101,250	**$98,345**	2024
L&b Community Development Corp	AL	$475,408	Director	$63,000	**$61,193**	2024
Aero Missions	AL	$493,040	Director	$66,871	**$64,952**	2024
The Centre	AL	$503,852	Director/counselor	$83,610	**$83,610**	2023
Alabama Possible	AL	$522,882	Executive Director	$126,484	**$126,484**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	**15** organizations. Compensation range $18,736–$126,484; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($354,281); for reference, expenses $290,663 and assets $111,271.
ROLE MATCH	Wendy Kirk, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**60th**
Total compensation (D + F), as reported (no adjustments)	**60th**
Reportable pay only (column D), adjusted	**60th**
All sources (D + E + F), adjusted	**60th**

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 (Wendy Kirk) 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 15 similarly situated organizations (Same NTEE sector (P20) + AL + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of $67,500 is reasonable (approximately the 60th 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.