

# Familyforward

Executive Director / CEO

EIN 562408453

IL · NTEE L20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Beverly Worthington, Executive Director / CEO** (\$54,359) 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 **60<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (L20).

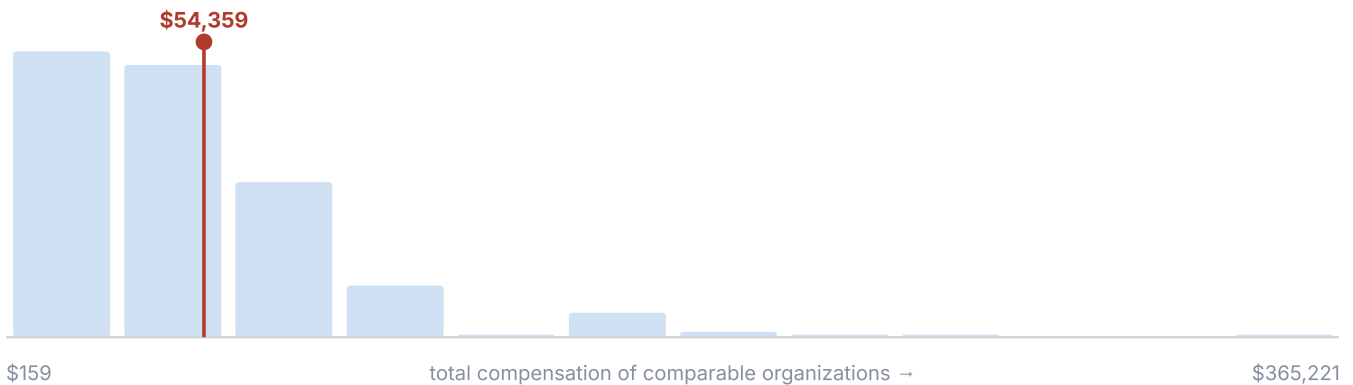
**BUDGET** Total revenue between \$284,496 and \$636,931 — 0.67x to 1.50x the subject's \$424,621 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L20), 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



\$10,347	\$20,498	\$43,661	\$65,128	\$99,729	\$54,359
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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 IL 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="#">Restore Neighborhoods La Inc</a>	CA	\$424,610	Executive Director	\$189,200	<b>\$175,615</b>	2023
<a href="#">Telos Inc</a>	WI	\$424,958	Executive Director	\$7,938	<b>\$8,656</b>	2024
<a href="#">Homestart Inc</a>	OH	\$424,017	Assistant Treasurer	\$40,146	<b>\$44,395</b>	2024
<a href="#">North Suffolk Group Homes Inc</a>	MA	\$425,345	Ceo	\$23,870	<b>\$21,818</b>	2025
<a href="#">1675 Westchester Avenue Housing</a>	NY	\$423,426	President/ceo	\$172,076	<b>\$167,143</b>	2023
<a href="#">St John's Commons Inc</a>	MD	\$427,070	Executive Director	\$34,485	<b>\$32,794</b>	2025
<a href="#">United Church Residences Of Memphis</a>	OH	\$422,130	Treasurer	\$34,230	<b>\$38,971</b>	2023
<a href="#">Will Woods V</a>	LA	\$427,876	President	\$15,244	<b>\$17,525</b>	2024
<a href="#">Oakhill Associates Inc</a>	OR	\$428,323	President	\$21,359	<b>\$21,322</b>	2023
<a href="#">Chattanooga Community Housing</a>	TN	\$420,375	President, Executive Direc	\$109,627	<b>\$120,314</b>	2024
<a href="#">United Church Residences Of Marion Ohio Inc</a>	OH	\$428,927	Treasurer	\$34,230	<b>\$38,971</b>	2023
<a href="#">1347 Morris Avenue Corporation</a>	NY	\$429,170	Ceo	\$18,651	<b>\$18,116</b>	2023
<a href="#">Hdp Mason Housing Corporation</a>	CA	\$430,446	President & Ceo	\$9,264	<b>\$8,352</b>	2024
<a href="#">Kalamazoo Collective Housing</a>	MI	\$418,734	Executive Director	\$40,648	<b>\$43,805</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Appalachia Habitat For Humanity Inc</a>	TN	\$430,684	Executive Director	\$56,058	<b>\$63,340</b>	2023
<a href="#">California Community Builders Inc</a>	CA	\$417,818	Ceo	\$116,007	<b>\$104,588</b>	2024
<a href="#">Housing Works East New York Housing</a>	NY	\$417,473	Secretary	\$27,348	<b>\$26,564</b>	2023
<a href="#">Asi Woodlands Senior Housing Inc</a>	MN	\$432,875	President/tr	\$68,006	<b>\$68,352</b>	2025
<a href="#">Cooperative Services Inc</a>	MI	\$433,046	Assistant Secretary	\$69,471	<b>\$72,937</b>	2025
<a href="#">Wind Terrace Inc</a>	TX	\$415,985	Secretary/treasurer	\$43,875	<b>\$47,177</b>	2023
<a href="#">Lexington Home Ownership Comm li</a>	KY	\$415,276	President	\$70,585	<b>\$81,517</b>	2023
<a href="#">Housing Whitefish Inc</a>	MT	\$415,176	Executive Di	\$75,277	<b>\$82,538</b>	2025
<a href="#">Long Island Family &amp; Elder Care Inc</a>	NY	\$414,767	Associated Executive Director	\$52,400	<b>\$49,437</b>	2024
<a href="#">Franklin-williamson Properties Inc</a>	IL	\$435,784	Chair	\$19,355	<b>\$19,355</b>	2025
<a href="#">New Bern Older Adult Housing</a>	NC	\$412,869	President/ceo	\$48,900	<b>\$52,754</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 \$159–\$365,221; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$424,621); for reference, expenses \$379,968 and assets \$323,640.
ROLE MATCH	Beverly Worthington, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	176 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	17 <sup>th</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 (Beverly Worthington) 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 (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,359 is reasonable (approximately the 60<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.