

# Dr Mwmccaleb Educational Fund

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rev Willie Gable Jr, Executive Director / CEO** (\$33,333) against **every comparable organization** that fit the selection criteria — **727** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

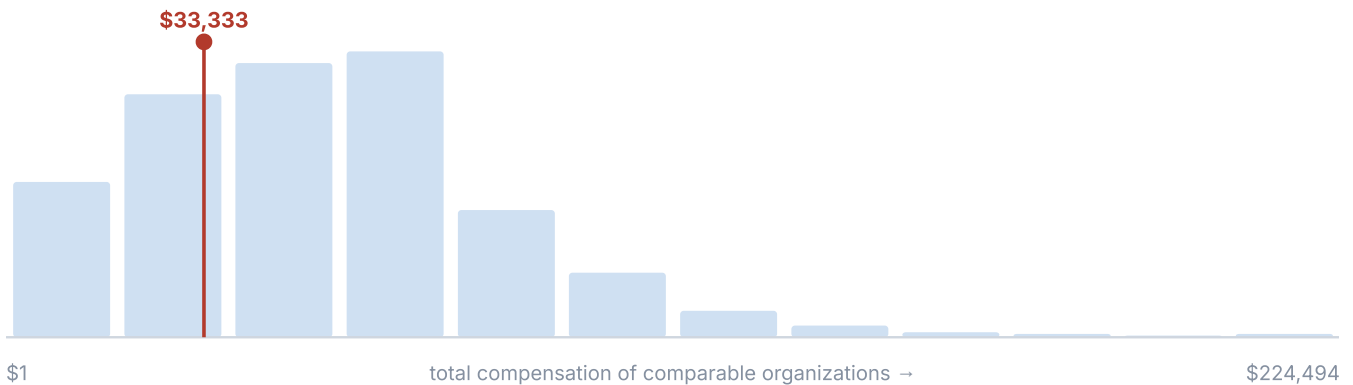
**Benchmarked executive:** Rev Willie Gable Jr — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F11).
BUDGET	Total revenue between \$198,677 and \$444,801 — 0.67x to 1.50x the subject's \$296,534 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**727** organizations qualified on sector, size, and geography → **727** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,237	\$29,951	\$51,583	\$70,290	\$92,486	\$33,333
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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 LA 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="#">Search For Change Community</a>	NY	\$296,526	Ceo	\$25,719	<b>\$21,106</b>	2024
<a href="#">Nevada Coalition For</a>	NV	\$296,353	Ceo/president	\$77,000	<b>\$70,094</b>	2024
<a href="#">New Hope Philly Inc</a>	PA	\$296,738	Executive Director	\$64,971	<b>\$58,840</b>	2024
<a href="#">525 Foundation Inc</a>	IN	\$296,807	President	\$61,000	<b>\$60,146</b>	2023
<a href="#">City Of Refuge Hopewell Inc</a>	VA	\$296,103	Ceo	\$16,200	<b>\$14,625</b>	2023
<a href="#">Still Worthy Inc</a>	SC	\$295,655	Co-founder	\$13,790	<b>\$13,451</b>	2023
<a href="#">The Ark Foundation</a>	CA	\$297,592	President	\$62,219	<b>\$48,792</b>	2024
<a href="#">How To Read Your Baby</a>	CO	\$295,443	Executive Director	\$88,620	<b>\$77,171</b>	2024
<a href="#">Miami Recovery Project Inc</a>	FL	\$297,774	Executive Di	\$70,000	<b>\$59,720</b>	2024
<a href="#">Decatur Prevention Initiative Inc</a>	GA	\$295,167	Executive Director	\$98,998	<b>\$93,068</b>	2023
<a href="#">The Downtown Counseling Center Inc</a>	VA	\$297,954	Executive Di	\$90,000	<b>\$78,918</b>	2024
<a href="#">Conneaut Human Resources Council Inc</a>	OH	\$295,111	Executive Director	\$33,000	<b>\$30,923</b>	2025
<a href="#">Iris Transitional Living</a>	GA	\$295,086	Cfo	\$36,400	<b>\$33,238</b>	2024
<a href="#">Christian Counseling Center</a>	CT	\$298,452	Executive Director	\$8,388	<b>\$7,354</b>	2023
<a href="#">Anything Helps</a>	MN	\$294,114	Executive Director	\$16,808	<b>\$15,083</b>	2024
<a href="#">St Louis Queer Support &amp; Healing</a>	MO	\$299,386	Executive Director	\$41,368	<b>\$40,966</b>	2023
<a href="#">Art Of Recovery Services Nfp</a>	IL	\$299,447	Vp Of Clinical Services	\$58,357	<b>\$53,642</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pureheart Ministries</a>	OR	\$293,530	Director	\$98,700	<b>\$83,240</b>	2024
<a href="#">Project Safety Net</a>	CA	\$293,508	President & Ceo	\$112,896	<b>\$88,532</b>	2024
<a href="#">Kittitas County Recovery Community</a>	WA	\$299,655	Executive Di	\$46,530	<b>\$38,950</b>	2023
<a href="#">The Brian Dagle Foundation Inc</a>	CT	\$293,257	President	\$30,000	<b>\$26,299</b>	2023
<a href="#">Brunan Inc</a>	NJ	\$293,046	Executive Dir.	\$50,000	<b>\$41,739</b>	2023
<a href="#">Dynamic Recovery</a>	MT	\$292,950	Executive Di	\$69,350	<b>\$67,889</b>	2024
<a href="#">Hunterdon Helpline Inc</a>	NJ	\$292,940	Executive Director	\$105,274	<b>\$85,360</b>	2024
<a href="#">The Peggie And Paul Shevlin Family</a>	PA	\$292,653	Executive Di	\$71,859	<b>\$65,078</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 727 organizations. Compensation range \$1–\$224,494; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$296,534); for reference, expenses \$157,430 and assets \$1,465,431. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Rev Willie Gable Jr, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 41 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	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	25 <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 (Rev Willie Gable Jr) 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 727 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,333 is reasonable (approximately the 29<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.