

Neighbor 2 Neighbor

Executive Director / CEO

EIN 621817514

TN · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alisha Haddock, Executive Director / CEO** (\$70,521) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Alisha Haddock — 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).

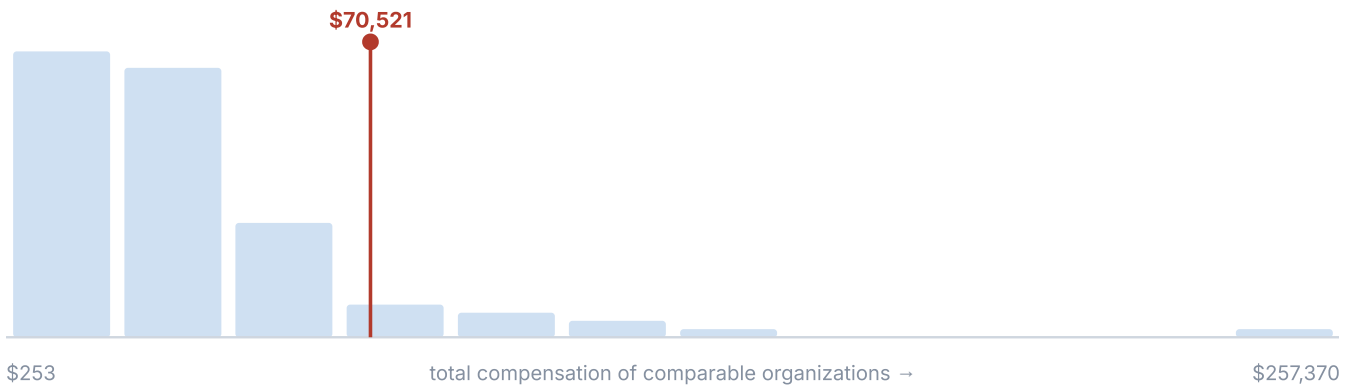
BUDGET Total revenue between \$39,680 and \$88,836 — 0.67x to 1.50x the subject's \$59,224 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

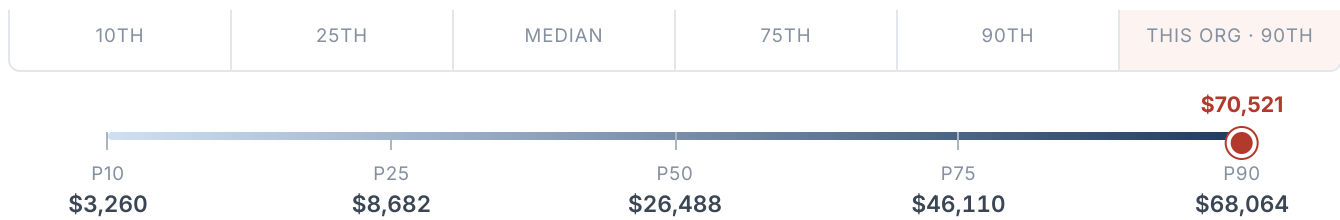
93 organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,260	\$8,682	\$26,488	\$46,110	\$68,064	\$70,521
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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 TN 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
Dark Horse Futures Foundation	NC	\$59,210	Incorporator	\$3,000	\$3,027	2024
Rainbow Wellness Collective Inc	MN	\$59,260	Executive Dir.	\$25,962	\$25,051	2024
The Bridge Of Central Massachusetts	MA	\$59,173	President & Ceo	\$29,151	\$26,336	2023
Orlando Police Foundation Inc	FL	\$59,146	Executive Director	\$26,073	\$23,919	2024
Neighbors Who Care Inc	MA	\$58,913	Secretary & Executive Dire	\$2,000	\$1,807	2023
The Carolinas Foundation For Hospice And	NC	\$58,047	Executive Director	\$27,901	\$28,984	2023
The Abbey Inc	CO	\$57,930	Secr/exec Dir	\$25,200	\$22,988	2025
Indian American Impact Project	DC	\$60,623	Former Executive Director	\$29,829	\$25,561	2024
Htedc Arts And Education Association	AZ	\$57,667	Chief Executive Officer	\$400	\$387	2023
Successful Living Center	AL	\$60,911	Executive Director/ceo	\$20,400	\$21,522	2024
Lights 4 Hope Inc	FL	\$62,011	President, Treasurer, Director	\$4,937	\$4,663	2023
Loaves & Fishes Warming Center	NY	\$56,416	Vice President / Director Of Operations	\$30,417	\$27,633	2023
New Each Morning	OR	\$56,206	Executive Di	\$8,800	\$7,980	2024
Highlawn Community Alliance Inc	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	\$40,883	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rising Above Bakery Inc	NJ	\$55,927	President	\$67,750	\$59,070	2024
Pandemic Patients	SC	\$62,724	President	\$26,000	\$26,488	2024
Nigerian Center Inc	DC	\$63,152	Executive Director	\$4,750	\$4,191	2023
Npx Charitable Inc	CA	\$63,502	President	\$10,000	\$8,682	2023
Kelly Apartments Inc	MN	\$53,979	Chief Executive Officer	\$8,191	\$8,137	2023
Northeast Minneapolis Lions Community	MN	\$64,518	Gambling Manager	\$42,813	\$41,311	2024
United Way Of North Central Arkansas	AR	\$64,594	Executive Director	\$36,540	\$40,109	2024
Spiritual United Nations	IL	\$64,644	President	\$9,360	\$8,986	2024
Vida Spiritual Learning Center Inc	CA	\$64,776	Spiritual Director	\$44,808	\$37,784	2024
Conversations To Remember	NJ	\$53,528	Executive Director	\$60,000	\$52,313	2024
Wellness Works Inc	AK	\$65,228	President	\$7,364	\$6,875	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 93 organizations. Compensation range \$253–\$257,370; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$59,224); for reference, expenses \$173,637 and assets \$174,506. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Alisha Haddock, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	90 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	80 th

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 (Alisha Haddock) 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 93 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,521 is reasonable (approximately the 90th 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.