

Thanks Mom & Dad Fund Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Latasha Bond Williams, Executive Director / CEO** (\$36,685) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

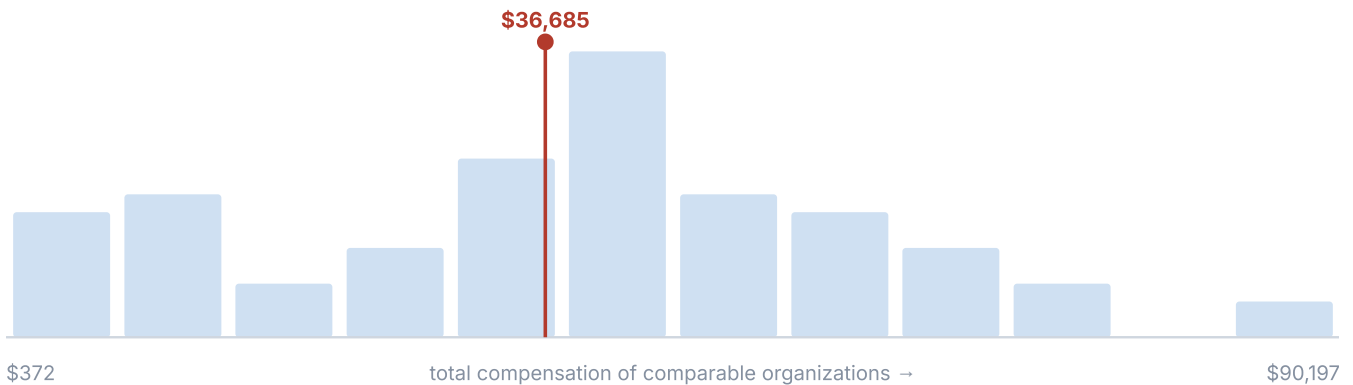
Benchmarked executive: Latasha Bond Williams — reported title "INT. EXEC. DIR.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81).
BUDGET	Total revenue between \$115,995 and \$259,692 — 0.67x to 1.50x the subject's \$173,128 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,390	\$24,760	\$40,335	\$48,423	\$62,073	\$36,685
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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 GA 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
Richwood Civic Center Inc	OH	\$173,836	Executive Director	\$28,325	\$28,234	2025
East Sabine Senior Services Inc	TX	\$172,236	Member	\$20,625	\$19,930	2024
Richmond Senior Servicesinc	NY	\$171,987	Executive Director	\$56,290	\$49,136	2024
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$30,547	2025
Gadsden Senior Services Inc	FL	\$174,891	Fiscal Manager	\$9,111	\$8,512	2023
Mcminn County Senior Citizens Inc	TN	\$170,347	Executive Director	\$40,000	\$40,616	2024
Society Of Active Retirees	MI	\$177,704	Executive Director	\$76,696	\$74,501	2025
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$53,564	2023
Holiday Park Seniors Inc	MD	\$161,293	Admin Office	\$10,623	\$9,594	2024
Harpwell Aging At Home	ME	\$187,857	Director	\$1,000	\$967	2024
Don't Stop Dreamin'	PA	\$158,110	Executive Direcotr	\$7,726	\$7,663	2023
Salida Senior Daycare Inc	CO	\$188,933	Executive Director	\$45,000	\$41,683	2024
Indiana Drug Enforcement	IN	\$156,668	Training Coo	\$86,000	\$90,197	2023
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$40,913	2024
Cwa Littleton Inc	CO	\$193,470	Executive Di	\$10,000	\$9,263	2024
Senior Citizens Center	WI	\$193,775	Co-director	\$47,569	\$47,991	2024
Center For Successful Aging	CA	\$195,248	Administrative Director	\$41,167	\$35,354	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Catholic Elderly Services Inc	FL	\$150,977	President/ceo	\$48,011	\$43,570	2024
Lita Love Is The Answer	CA	\$195,577	Executive Dir.	\$70,538	\$60,577	2023
Giles County Senior Citizens	TN	\$195,590	Executive Director	\$31,085	\$30,751	2025
Penns Village	PA	\$195,931	Executive Director	\$8,654	\$8,337	2024
Zeta Zeta Lambda Company Inc	NY	\$149,130	Treasurer	\$12,000	\$10,784	2023
Menomonie Area Senior Center	WI	\$197,565	Executive Dir.	\$32,498	\$32,787	2024
Serving Older Adults Through Changing Ti	OH	\$197,600	Executive Director	\$28,600	\$29,262	2024
Caldwell Senior Center Inc	NC	\$198,398	Executive Di	\$57,886	\$57,779	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	74 organizations. Compensation range \$372–\$90,197; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$173,128); for reference, expenses \$133,801 and assets \$618,139.
ROLE MATCH	Latasha Bond Williams, reported title "INT. EXEC. DIR.", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	42 nd
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	39 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 (Latasha Bond Williams) 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 74 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,685 is reasonable (approximately the 42nd 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.