

# Blessed Beginnings Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Frankie M Williams, Executive Director / CEO** (\$825) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Frankie M Williams — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P33).

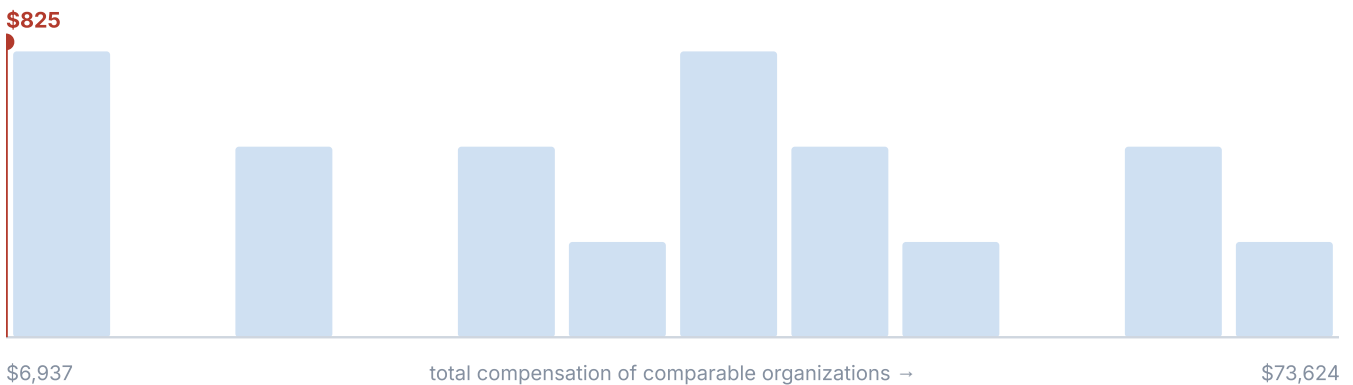
**BUDGET** Total revenue between \$70,518 and \$157,878 — 0.67x to 1.50x the subject's \$105,252 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,127

\$20,740

\$41,841

\$50,735

\$65,277

**\$825**



## ● 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 CA 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="#">Through Our Eyes</a>	PA	\$106,579	President	\$30,000	<b>\$33,652</b>	2024
<a href="#">Community Express Inc</a>	TX	\$98,897	President	\$40,000	<b>\$46,337</b>	2023
<a href="#">The Depot Program</a>	ME	\$97,537	Directorpresident	\$18,900	<b>\$20,740</b>	2025
<a href="#">Children's Discovery Academy Inc</a>	MI	\$115,910	Director & S	\$15,857	<b>\$18,954</b>	2023
<a href="#">Joyful Noise Inc</a>	WV	\$93,723	Executive Director	\$35,877	<b>\$42,569</b>	2025
<a href="#">Adams Clubhouse - Quality Care For Special Needs</a>	AR	\$90,822	Executive Director	\$5,486	<b>\$6,937</b>	2024
<a href="#">Potter-dix Early Learning Facility</a>	NE	\$121,947	Executive Director	\$30,000	<b>\$37,367</b>	2023
<a href="#">Dover Educational &amp; Community Center Inc</a>	DE	\$125,155	Office Manager And Head Teacher	\$9,320	<b>\$10,568</b>	2023
<a href="#">Fueling Embers Youth Ministry</a>	MO	\$128,445	President	\$35,120	<b>\$41,841</b>	2024
<a href="#">lea Children's Fund</a>	ID	\$76,086	Treasurer	\$54,884	<b>\$65,674</b>	2024
<a href="#">Crystal Garden Children's Center Inc</a>	MA	\$75,243	President	\$51,520	<b>\$50,735</b>	2025
<a href="#">Human Resource Center Inc</a>	CO	\$140,668	Executive Director	\$49,828	<b>\$52,359</b>	2025
<a href="#">Trinity Empowerment Consortium Inc</a>	FL	\$140,800	Executive Director	\$41,707	<b>\$44,072</b>	2024
<a href="#">Belknap Child Development Center</a>	MI	\$146,708	Treasurer	\$55,994	<b>\$65,012</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nursery Rhyme Inc</a>	LA	\$148,508	President	\$59,440	<b>\$73,624</b>	2024
<a href="#">Epcecf Day Care Center Inc</a>	NY	\$151,111	Executive Director	\$28,488	<b>\$29,812</b>	2023
<a href="#">Penns Grove-carneys Point Sacc Inc</a>	NJ	\$157,778	Director	\$9,675	<b>\$9,466</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$6,937–\$73,624; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$105,252); for reference, expenses \$94,662 and assets \$54,660.
ROLE MATCH	Frankie M Williams, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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

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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 (Frankie M 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 17 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$825 is reasonable (approximately the 0<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.