

Tulsa County Bar Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tami Williams, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

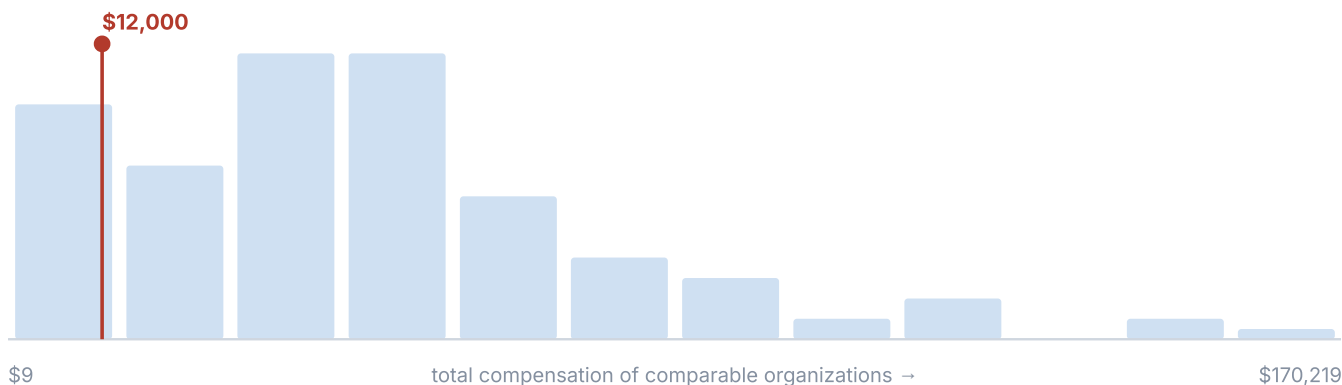
Benchmarked executive: Tami Williams — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I128).
BUDGET	Total revenue between \$93,768 and \$209,929 — 0.67x to 1.50x the subject's \$139,953 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,584	\$22,826	\$40,325	\$62,685	\$87,385	\$12,000
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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 OK 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
Dukes Foundation Corporation	GA	\$140,064	President	\$40,000	\$36,525	2024
Dickenson County Recovery Inc	VA	\$139,345	Center Director	\$49,100	\$43,054	2024
Stop The Violence Indianapolis Inc	IN	\$141,307	President/executive Director	\$45,000	\$44,369	2023
Wisconsin Justice Initiative Inc	WI	\$138,548	Executive Dir.	\$84,000	\$79,669	2024
West Hamlin Unity Place Inc	WV	\$138,243	President	\$53,483	\$52,590	2024
Buried Alive Project	TX	\$142,193	National Director,board Member	\$182,000	\$170,219	2023
Casa Of Bradley County Tennessee	TN	\$142,400	Executive Director	\$29,453	\$27,391	2025
Circle Of Hope Ministries Inc	SC	\$144,339	President And Executive Director	\$13,920	\$13,188	2024
Fairfax Law Foundation	VA	\$144,619	Executive Director	\$8,139	\$7,347	2023
Decarcerate Inc	AR	\$144,955	Executive Dir.	\$50,000	\$51,040	2024
Legacies Of Success Cdc	OH	\$146,819	Executive Dir.	\$60,036	\$57,747	2024
The Starts Within Organization	OH	\$132,733	Executive Director	\$37,500	\$37,136	2023
Jeffco Deangelis Foundation	CO	\$147,262	Executive Di	\$90,000	\$76,353	2025
Unitarian Universalist Refugee And	CA	\$148,644	President & Ceo	\$45,000	\$35,289	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orange Ribbons For Jaime Inc	FL	\$148,951	Director	\$36,000	\$30,713	2024
Alive At Last	TX	\$149,272	President Exec Director	\$52,495	\$47,688	2024
The National Legal Foundation	VA	\$129,741	President And Director	\$87,598	\$74,831	2025
Legal Accountability Project	DC	\$129,621	President	\$79,720	\$63,531	2024
Serenity Fair Way Foundation	OH	\$150,644	President & Executive Dire	\$30,000	\$28,856	2024
Global Centurion Foundation Inc	VA	\$151,054	President And Founder	\$20,000	\$17,537	2024
Sixth Judicial Court Casagal Program Inc	MT	\$128,567	Exec. Director	\$28,596	\$28,821	2023
Midland Kids First	MI	\$128,391	President &	\$50,667	\$48,897	2023
Pataula Center For Children Inc	GA	\$152,608	Office Manag	\$38,000	\$35,724	2023
Covered Bridge Therapeutic Communities Inc	VT	\$155,009	Executive Director	\$58,830	\$52,390	2025
Redeeming The Family	OK	\$156,611	Exec Directo	\$54,999	\$54,999	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	133 organizations. Compensation range \$9–\$170,219; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$139,953); for reference, expenses \$142,756 and assets \$1,755,129.
ROLE MATCH	Tami Williams, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	14 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	0 th
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 (Tami 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 133 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 14th 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.