

Community Express Inc

Executive Director / CEO

EIN 760493695

TX · NTEE P33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Priscilla T Graham, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **642** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

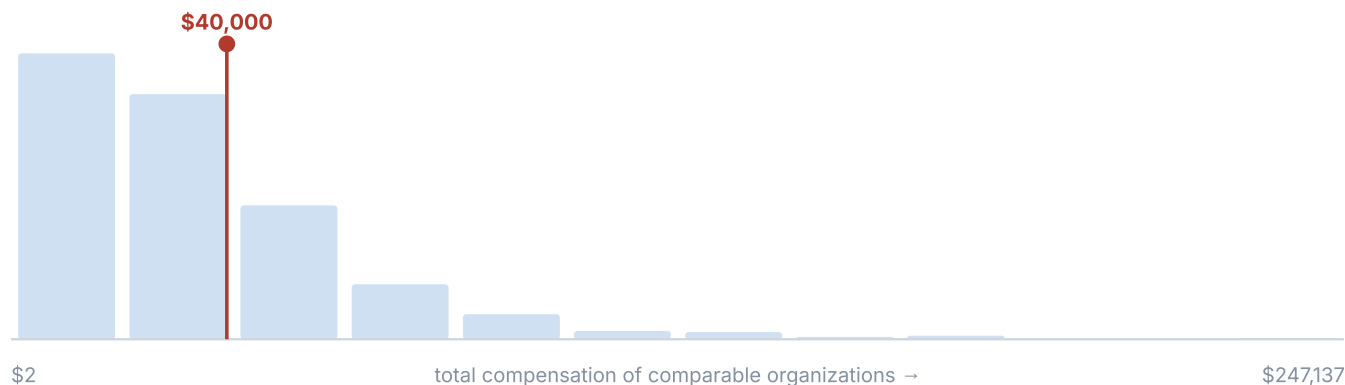
Benchmarked executive: Priscilla T Graham — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$66,260 and \$148,345 — 0.67x to 1.50x the subject's \$98,897 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

642 organizations qualified on sector, size, and geography → **642** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,717	\$14,148	\$28,251	\$47,062	\$68,260	\$40,000
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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 TX 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
Sarah Hackett Stevenson Memorial	IL	\$99,294	President & Ceo	\$24,131	\$23,716	2023
White Oak Housing Foundation	CA	\$98,433	Ceo	\$61,000	\$52,657	2023
Maxcen -Maxmath Women Society Inc	FL	\$99,364	Tutor	\$6,002	\$5,475	2024
Girls Health Period	OH	\$98,357	President	\$42,058	\$44,532	2023
Smart Women Smart Money Educational Foundation	IL	\$98,289	President	\$29,500	\$28,161	2024
Melon I Corporation	PA	\$98,276	Director Of Construction	\$13,787	\$13,745	2023
Autumn Place Inc	MD	\$99,591	President	\$20,272	\$18,947	2023
Alternatives Homes 2005 Inc	NJ	\$99,626	Chairperson, Trustee	\$22,000	\$19,073	2024
Mtn View Family Youth Center	MO	\$99,714	Executive Director	\$15,577	\$16,493	2023
Helping Hands Of Franklin County	VA	\$99,715	Exec Director	\$11,500	\$10,782	2024
Common Place Inc	IL	\$97,878	President/ceo	\$4,265	\$4,192	2023
United Way Of Adams County Indiana Inc	IN	\$97,834	Executive Director	\$30,000	\$29,927	2025
Beaver County Ymca Endowment Foundation	PA	\$99,966	Director	\$31,015	\$30,920	2023
Dimock Support Corporation	MA	\$100,000	President/ceo	\$23,674	\$21,267	2023
The Williamsburg Institute	VA	\$100,000	Ceo	\$68,000	\$65,637	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Atlanta Ymca Young Qalich Inc	GA	\$97,792	Chief Executive Officer	\$36,068	\$36,254	2023
Beacon Of Hope In Western Tidewater	VA	\$100,005	Executive Di	\$14,492	\$13,988	2023
Rainbows United Charitable Foundation	KS	\$97,754	Interim President	\$15,365	\$16,594	2023
The Sandbox Group Inc	NC	\$97,621	President	\$44,200	\$45,656	2023
Love On 4 Paws Inc	CA	\$97,619	Admin Assistant	\$18,175	\$15,240	2024
The Depot Program	ME	\$97,537	Director/president	\$18,900	\$17,903	2025
Lewis County United Methodist Ministries	WV	\$97,361	Director	\$25,200	\$27,277	2023
Sheltering The Homeless Is Our	NY	\$100,512	Executive Dir.	\$91,189	\$80,012	2024
Fiona Jackson Center For Pregnancy Inc	FL	\$97,152	Exec Director	\$41,356	\$38,839	2023
Mercy Outreach Ministries li Inc	OH	\$97,021	Ceo/president	\$15,476	\$15,916	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **642** organizations. Compensation range \$2–\$247,137; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$98,897); for reference, expenses \$96,739 and assets \$2,158.

ROLE MATCH	Priscilla T Graham, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	199 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	68 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	45 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 (Priscilla T Graham) 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 642 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 68th 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.