

Battered But Not Broken

Executive Director / CEO

This analysis benchmarks the total compensation of **Letanya Williams, Executive Director / CEO** (\$50,485) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

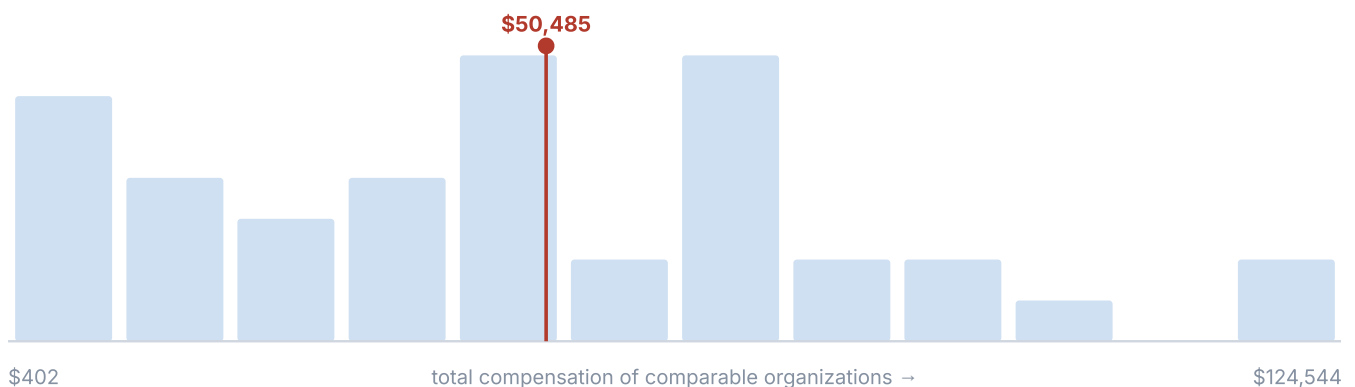
Benchmarked executive: Letanya Williams — reported title “EXECUTIVE DIRECTOR AND FOUNDE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$164,155 and \$367,512 — 0.67x to 1.50x the subject's \$245,008 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,146	\$24,447	\$47,442	\$68,335	\$85,708	\$50,485
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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 SC 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
Women Of Hope Inc	OH	\$245,629	Executive Director	\$62,500	\$63,453	2023
Made New Foundation Inc	CA	\$246,584	Executive Director	\$16,500	\$13,266	2024
Jumpstart	SC	\$239,883	President	\$85,000	\$85,000	2023
Treatment Court Foundation Of Sweetwater County	WY	\$250,657	Coordinator	\$55,750	\$57,224	2023
Made Transitional Services	NY	\$255,204	Executive Dir.	\$30,327	\$27,345	2022
Ronnies House	CA	\$230,126	Executive Director	\$500	\$402	2024
Inside Out Network Inc	AZ	\$225,997	President And Executive Director	\$89,165	\$79,839	2024
The Help	MO	\$220,300	President	\$97,812	\$96,455	2024
The Rise Partnership Inc	NY	\$220,000	Director/president	\$68,554	\$59,379	2023
On My Grind Reentry Services Inc	CA	\$218,608	President & Ceo	\$7,360	\$6,092	2023
Haiti Prison And Rehabilitation Ministry	TX	\$218,379	Chairman	\$9,150	\$8,521	2024
Sustainable Alamance	NC	\$215,496	Director	\$50,000	\$48,102	2024
New Life Mission Inn - Missouri	MO	\$212,605	Executive Di	\$36,193	\$36,745	2023
Greater Falls Community Justice Center	VT	\$212,483	Executive Director	\$49,920	\$46,781	2024
Reaching Out From Within Inc	KS	\$209,688	Executive Director	\$68,125	\$70,547	2023
The Four-seven Inc	OH	\$280,797	Executive Director	\$73,392	\$72,373	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Getpaid Inc	PA	\$204,940	Executive Vice President	\$45,523	\$42,267	2024
Black Liberation Fund	SC	\$203,633	President	\$120,000	\$116,557	2024
A Safe Space Of St Charles	LA	\$289,384	Executive Director	\$26,004	\$26,660	2024
Ekolu Mea Nui	HI	\$198,570	President	\$23,444	\$20,120	2023
Unlock Tomorrow	CA	\$292,428	President	\$48,560	\$39,041	2024
North Alabama Court Referral	AL	\$301,657	Exec Dir	\$123,820	\$124,544	2024
R-3 Restorations	KY	\$303,947	Executive Di	\$77,809	\$80,130	2023
Released	FL	\$307,763	Executive Director	\$20,142	\$17,163	2025
Phoenix Rising Transitions	OR	\$309,798	Executive Director	\$55,274	\$49,203	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	40 organizations. Compensation range \$402–\$124,544; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$245,008); for reference, expenses \$247,888 and assets \$391,593.
ROLE MATCH	Letanya Williams, reported title <i>"EXECUTIVE DIRECTOR AND FOUNDE"</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	58 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	55 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 (Letanya 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 40 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,485 is reasonable (approximately the 58th 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.