

College Autism Network Inc

Executive Director / CEO

EIN 811288718

CT · NTEE P20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lee Williams, Executive Director / CEO** (\$98,500) against **every comparable organization** that fit the selection criteria — **1075** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

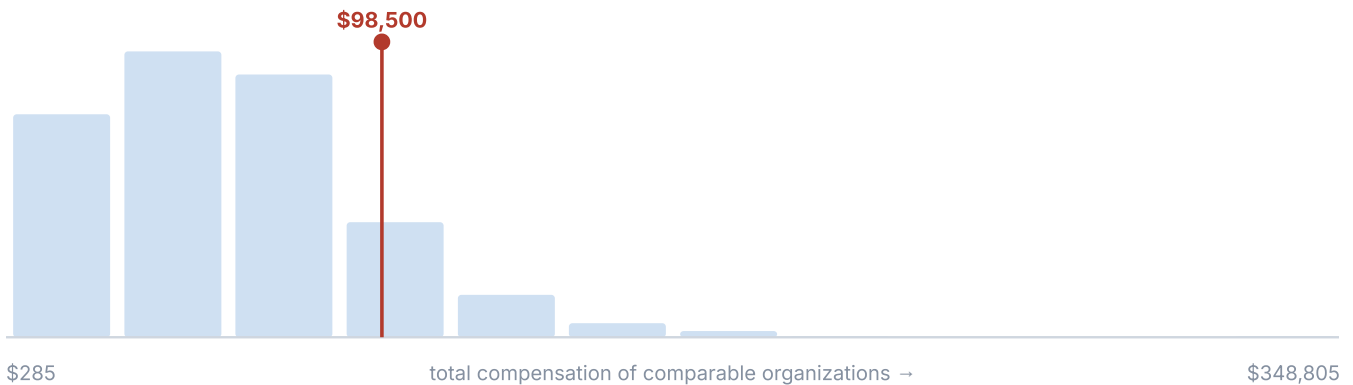
Benchmarked executive: Lee Williams — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$213,652 and \$478,327 — 0.67x to 1.50x the subject's \$318,885 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,075 organizations qualified on sector, size, and geography → **1,075** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,930	\$31,288	\$55,431	\$79,001	\$103,314	\$98,500
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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 CT 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
Tdc Kids Inc	OK	\$318,920	President	\$54,612	\$64,137	2024
West Orange Dream Center Inc	FL	\$319,025	Director	\$43,400	\$44,768	2023
A Place-2-live Inc	CA	\$318,740	Executive Dir.	\$70,080	\$64,541	2024
Pianos For Peace Inc	GA	\$319,147	Executive Director	\$20,000	\$20,894	2025
Operation Ramp It Up For Veterans	OH	\$318,394	Executive Dir.	\$22,000	\$24,852	2024
United Church Residences Of Moundsville	OH	\$319,422	Treasurer	\$50,772	\$57,354	2024
Welcome To A New Life	OH	\$318,256	Executive Di	\$57,339	\$66,685	2023
Hope Ministries International	OH	\$319,526	Pres	\$28,000	\$31,630	2024
Burkburnett Grace Ministries Inc	TX	\$319,588	Executive Di	\$13,000	\$13,869	2024
Catholic Charities Foundation 61885016	WA	\$318,166	Executive Director	\$26,446	\$25,253	2024
One Place	NC	\$319,653	President	\$10,797	\$12,250	2023
Unite Inc	AL	\$318,018	Executive Director	\$33,830	\$38,980	2024
West Africa Leadership And Youth	WI	\$319,766	President	\$72,500	\$78,673	2025
New Mexico Aids Services Inc	NM	\$319,899	President	\$4,876	\$5,759	2023
Piedmont Environmental Alliance Inc	NC	\$320,119	Exeutive Director	\$62,500	\$68,876	2024
Lakes Life Care Center Inc	MN	\$317,595	Director	\$10,800	\$11,382	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Shepherd's Hand	CO	\$317,468	Former Executive Director	\$65,625	\$67,114	2024
Ihope Together Inc	WI	\$317,432	Executive Director	\$98,326	\$106,699	2025
Hilltop Urban Gardens	WA	\$320,448	Board Member	\$61,294	\$58,528	2024
Amaana Disability Community Resource	LA	\$317,109	Executive Dir.	\$46,800	\$54,962	2024
The Lucas Project	MI	\$317,067	Executive Di	\$48,000	\$54,402	2023
The Bridge Of Storm Lake	IA	\$321,012	Chief Executive Officer	\$36,356	\$42,456	2024
Seeds Of Hope Homes Inc	CA	\$316,591	President	\$32,400	\$29,839	2024
Micah 6 Of Austin Texas	TX	\$321,238	Executive Director	\$62,316	\$68,447	2023
The Alliance For Commercialization	TX	\$321,267	Founder	\$122,675	\$130,879	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 1075 organizations. Compensation range \$285–\$348,805; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$318,885); for reference, expenses \$278,039 and assets \$238,174.

ROLE MATCH Lee Williams, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 22 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	87 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	84 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 (Lee 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 10, 2026, comparing compensation against 1075 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,500 is reasonable (approximately the 87th 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 10, 2026.