

This analysis benchmarks the total compensation of **Donovan Neal, Executive Director / CEO** (\$79,832) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

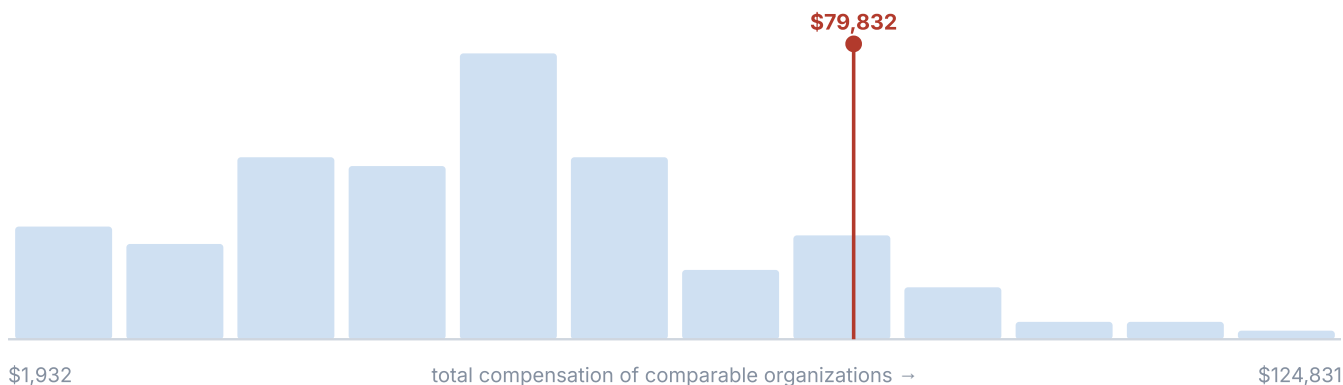
**Benchmarked executive:** Donovan Neal — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

### How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$155,857 and \$348,934 — 0.67x to 1.50x the subject's \$232,623 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**150** organizations qualified on sector, size, and geography → **150** within the band from the benchmarked peer set.

### Distribution of comparable compensation



\$13,651	\$27,980	\$45,463	\$60,145	\$78,274	<b>\$79,832</b>
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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 MI 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="#">Marys Helping Hands</a>	IA	\$233,012	Client Operations Coordinator	\$14,715	<b>\$16,071</b>	2023
<a href="#">Idaho Hunger Relief Task Force Inc</a>	ID	\$233,512	Executive Di	\$56,513	<b>\$59,964</b>	2023
<a href="#">New Beginnings Family Services</a>	MN	\$231,308	Exec. Director	\$46,864	<b>\$44,864</b>	2024
<a href="#">You Yes You Project Inc</a>	IN	\$235,142	Executive Director	\$74,231	<b>\$78,082</b>	2023
<a href="#">Family Impact Center</a>	MI	\$235,735	Pantry Direc	\$80,000	<b>\$80,000</b>	2024
<a href="#">Pregnancy Crisis Center Inc</a>	TN	\$229,036	Exec. Director	\$42,500	<b>\$43,281</b>	2024
<a href="#">Thriving Together Tn Inc</a>	TN	\$237,327	Executive Director	\$29,500	<b>\$29,268</b>	2025
<a href="#">Greater Philadelphia Tabernacle Of David</a>	PA	\$238,092	Director Board Chairm	\$2,000	<b>\$1,932</b>	2024
<a href="#">Urban Neighborhood Educational Technology For You Inc</a>	NY	\$238,665	Executive Director	\$70,000	<b>\$61,283</b>	2024
<a href="#">Iron Bell Ministries Inc</a>	KY	\$238,706	Director/ministry Director	\$40,545	<b>\$43,450</b>	2023
<a href="#">Options For Women-menomonie</a>	WI	\$225,621	Executive Director	\$33,868	<b>\$34,268</b>	2024
<a href="#">Babe Of Wabash County Inc</a>	IN	\$225,143	Executive Di	\$41,241	<b>\$42,136</b>	2024
<a href="#">Cultivating Culturally Competent Clinicians Inc</a>	CA	\$240,573	Officer	\$34,014	<b>\$29,297</b>	2023
<a href="#">Rainbow Family Inc</a>	CA	\$241,277	Cfo	\$15,300	<b>\$12,800</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">East Wake Education Foundation</a>	NC	\$223,370	Executive Di	\$58,000	<b>\$58,062</b>	2024
<a href="#">Cure Lgmd2i Foundation</a>	PA	\$222,772	President/ceo	\$45,000	<b>\$43,477</b>	2024
<a href="#">Housing Equity &amp; Advocacy Resource Team</a>	CA	\$242,815	President	\$56,405	<b>\$48,582</b>	2023
<a href="#">First Choice Pregnancy Services</a>	MN	\$242,966	Exec. Direct	\$60,000	<b>\$57,439</b>	2024
<a href="#">Of Home Family And Future Inc</a>	NY	\$242,973	Executive Dir.	\$125,000	<b>\$112,665</b>	2023
<a href="#">New Beginnings Therapy Services Inc</a>	PA	\$221,773	President	\$115,210	<b>\$111,311</b>	2024
<a href="#">Marys Choice Rva</a>	VA	\$245,556	President	\$65,500	<b>\$61,272</b>	2024
<a href="#">Coastal Counseling Center Inc</a>	GA	\$219,517	Executive Di	\$27,495	<b>\$28,706</b>	2022
<a href="#">Friends Of Madison Youth Inc</a>	CT	\$246,110	Executive Director	\$64,514	<b>\$60,335</b>	2023
<a href="#">Healing Thine Hearts Ministries</a>	TX	\$246,148	President	\$11,701	<b>\$11,340</b>	2024
<a href="#">Resources Of Hope Inc</a>	IN	\$218,580	Executive Director	\$32,307	<b>\$33,982</b>	2023

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

## ■ Sample, role match & sensitivity

PEER COUNT 150 organizations. Compensation range \$1,932–\$124,831; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$232,623); for reference, expenses \$257,149 and assets \$92,250.
ROLE MATCH	Donovan Neal, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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

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 (Donovan Neal) 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 150 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,832 is reasonable (approximately the 90<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.