

Nicholtown Child And Family Collaborative

Executive Director / CEO

EIN 812851313

SC · NTEE P40

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Randolyn Harmon, Executive Director / CEO** (\$61,023) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

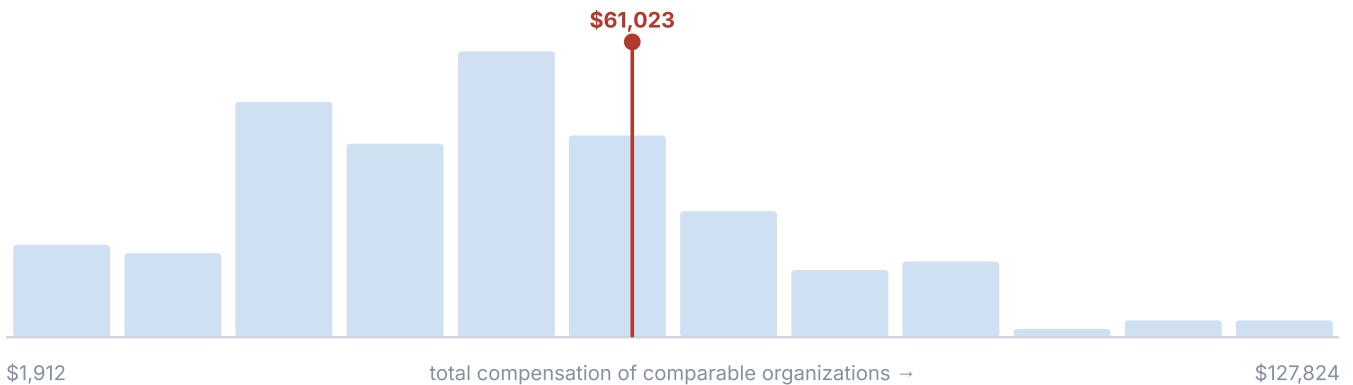
Benchmarked executive: Randolyn Harmon — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$174,697 and \$391,114 — 0.67x to 1.50x the subject's \$260,743 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,611	\$29,554	\$47,715	\$61,027	\$80,477	\$61,023
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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
Salaam Cultural Center	MN	\$260,692	Executive Director	\$47,000	\$44,516	2024
Woodbury Life Resource Center	MN	\$261,363	Executive Director	\$54,398	\$53,045	2023
Sunrise Community Outreach Center Inc	CA	\$262,498	Executive Director	\$57,647	\$47,715	2024
Two Lives Changed	TX	\$264,522	Executive Director	\$14,184	\$13,600	2024
Pregnancy Support Center	NC	\$264,601	Executive Dir.	\$42,998	\$43,845	2023
Fathers Making Progress Inc	WI	\$256,774	President/founder	\$57,500	\$59,262	2023
Love Moves Us Inc	IL	\$256,754	President Ceo	\$78,726	\$74,189	2024
National Parents Organization Inc	MA	\$256,249	Director Of Operations	\$101,676	\$87,580	2024
December 5th Fund	MO	\$255,064	President And Executive Director	\$64,423	\$67,338	2023
Hope Restored Pregnancy Resource Center	LA	\$266,883	Executive Director	\$47,100	\$49,714	2024
Chalfonte Foundation	MI	\$254,444	Ceo/president	\$24,000	\$23,745	2024
Quakerdale	IA	\$254,183	Executive Director	\$42,009	\$44,091	2024
Families Of Character	CO	\$253,012	Ceo	\$98,280	\$90,332	2024
Motherwoman Inc	MA	\$268,498	Vice President	\$19,461	\$16,763	2024
Maryland Diaper Bank	MD	\$252,747	Executive Director	\$6,750	\$6,227	2023
Special Needs Solutions	AZ	\$269,607	Executive Director And President	\$52,334	\$48,245	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resource & Connect With Benita	IL	\$270,391	President	\$77,637	\$73,162	2024
Taking Back Our Lives	IL	\$271,545	Executive Director	\$88,864	\$81,583	2025
Birth To Five Incorporated	IN	\$249,916	Executive Director	\$38,483	\$40,050	2023
Watertown Family Connections Inc	WI	\$271,948	Executive Director	\$73,670	\$73,749	2024
Compassion Delivered Inc	OH	\$274,616	Co-founder	\$23,760	\$24,835	2023
On Your Feet Foundation	IL	\$246,748	Executive Di	\$25,833	\$24,344	2024
Hope Spring Community	TX	\$274,799	Executive Di	\$7,000	\$6,712	2024
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$11,219	2024
Friends Of Madison Youth Inc	CT	\$246,110	Executive Director	\$64,514	\$59,695	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 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 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 167 organizations. Compensation range \$1,912–\$127,824; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$260,743); for reference, expenses \$173,363 and assets \$138,472.

ROLE MATCH Randolyn Harmon, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	75 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	74 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 (Randolyn Harmon) 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 167 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,023 is reasonable (approximately the 75th 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.