

# Together Empowered Inc

Executive Director / CEO

EIN 813136016

GA · NTEE T31

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bertrina West, Executive Director / CEO** (\$11,310) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

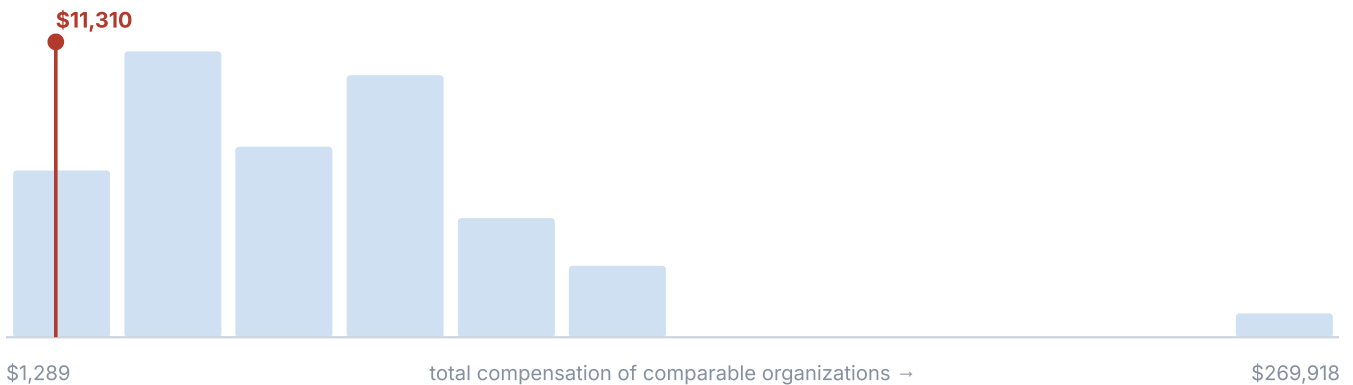
**Benchmarked executive:** Bertrina West — reported title “Clinical Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$179,923 and \$402,813 — 0.67x to 1.50x the subject's \$268,542 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,293	\$34,171	\$53,998	\$81,689	\$107,803	<b>\$11,310</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 GA 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="#">Visit Champaign County Foundation</a>	IL	\$266,372	Secretary	\$125,888	<b>\$130,077</b>	2023
<a href="#">Carol Ann Lee Memorial Trust</a>	GA	\$265,062	Former Trustee	\$30,847	<b>\$32,598</b>	2023
<a href="#">Swift Eagle Charitable Foundation</a>	CO	\$274,262	Executive Dir.	\$32,000	<b>\$32,250</b>	2023
<a href="#">Real Situations Inc</a>	OH	\$255,499	Sports/program Administrator	\$6,000	<b>\$6,488</b>	2024
<a href="#">Quality Of Life Foundation For Metropolitan Dallas</a>	TX	\$281,782	President	\$37,003	<b>\$37,787</b>	2024
<a href="#">Helena Area Community Foundation</a>	MT	\$283,404	Executive Director	\$65,177	<b>\$71,722</b>	2024
<a href="#">Rochelle Area Community Foundation</a>	IL	\$252,515	Executive Di	\$92,084	<b>\$92,417</b>	2024
<a href="#">United Way Of Adams County Inc</a>	PA	\$250,888	Executive Dir.	\$71,169	<b>\$72,453</b>	2024
<a href="#">Wellspring Endowment</a>	TX	\$288,064	Chairmandirector	\$124,318	<b>\$126,951</b>	2024
<a href="#">Weokie Credit Union Foundation</a>	OK	\$288,944	Secretary	\$72,168	<b>\$81,124</b>	2024
<a href="#">Stillwater Community Healthcare</a>	MT	\$241,012	Ceo	\$43,294	<b>\$47,641</b>	2024
<a href="#">Middletown Community Foundation Inc</a>	PA	\$235,127	Executive Di	\$5,000	<b>\$5,241</b>	2023
<a href="#">The Freedom To Help Foundation Inc</a>	MD	\$232,308	Executive Director	\$1,312	<b>\$1,289</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fleet Landing Endowment Fund Inc</a>	FL	\$305,094	Ceo/secretary	\$29,980	<b>\$28,751</b>	2024
<a href="#">The Surety Foundation Inc</a>	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	<b>\$51,175</b>	2024
<a href="#">The Pearl Foundation Of The</a>	TN	\$227,530	Program Direct	\$55,650	<b>\$59,716</b>	2024
<a href="#">Hawaii Va Foundation</a>	HI	\$225,981	Board Chair/	\$4,800	<b>\$4,387</b>	2024
<a href="#">Olivia Hospital &amp; Clinic Foundation</a>	MN	\$224,257	Director & President	\$66,188	<b>\$68,738</b>	2023
<a href="#">Mac Foundation</a>	MT	\$223,291	Cfo	\$118,130	<b>\$133,833</b>	2023
<a href="#">Buffalo Renaissance Foundation Inc</a>	NY	\$221,606	Executive Director	\$36,000	<b>\$34,190</b>	2023
<a href="#">Langston Boulevard Alliance</a>	VA	\$316,156	Executive Director	\$25,640	<b>\$24,622</b>	2025
<a href="#">Ozarks Charitable Real Estate Foundation</a>	MO	\$218,166	Director/president & Ceo End 02/24	\$37,216	<b>\$40,240</b>	2024
<a href="#">Pv Schools Education Foundation</a>	AZ	\$216,826	Executive Director	\$55,000	<b>\$53,998</b>	2024
<a href="#">Lexington Community Foundation</a>	NE	\$321,845	Executive Director	\$74,995	<b>\$82,344</b>	2024
<a href="#">Fields Park Trust</a>	GA	\$322,820	Former Trustee	\$37,634	<b>\$38,630</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2025 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 GA 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	47 organizations. Compensation range \$1,289–\$269,918; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$268,542); for reference, expenses \$250,802 and assets \$65,551.
ROLE MATCH	Bertrina West, reported title " <i>Clinical Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Bertrina West) 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 47 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$11,310 is reasonable (approximately the 13<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.