

Hobart's Run Neighborhood District

Executive Director / CEO

EIN 820939123

PA · NTEE S22

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Twila Fisher, Executive Director / CEO** (\$17,401) against **every comparable organization** that fit the selection criteria — **332** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Twila Fisher — reported title "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

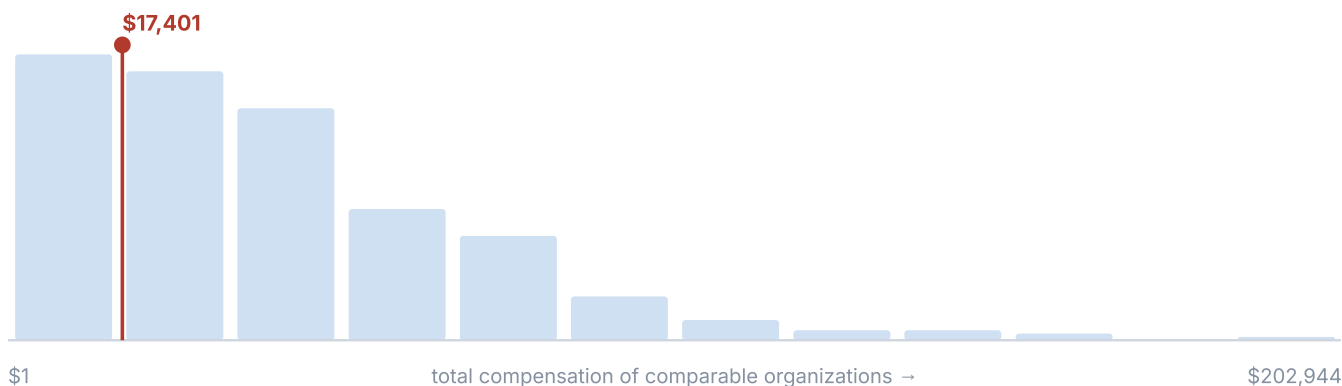
SECTOR Organizations sharing the subject's NTEE classification (S22).

BUDGET Total revenue between \$63,390 and \$141,918 — 0.67x to 1.50x the subject's \$94,612 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

332 organizations qualified on sector, size, and geography → **332** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,842	\$16,204	\$34,333	\$57,472	\$80,630	\$17,401
---------	----------	----------	----------	----------	-----------------



■ 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 PA 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
Warc Properties Inc	NY	\$94,672	Executive Director/ceo	\$78,895	\$69,439	2024
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$39,725	2024
Lincoln Economic Advancement &	IL	\$94,896	Ceo	\$99,879	\$98,465	2023
Resource Development Center	CA	\$94,200	Board Member	\$28,932	\$25,052	2023
Our Village Community Center	UT	\$95,109	President	\$10,500	\$10,776	2023
Gaston Together Communities Of	NC	\$95,306	Executive Di	\$68,750	\$69,191	2024
Sustain Equity Group	VA	\$93,525	Executive Director	\$35,460	\$34,333	2023
Quality Life Blueprint	NC	\$93,278	Executive Director	\$31,154	\$31,353	2024
Shreveport Common Inc	LA	\$96,199	Executive Director	\$60,000	\$66,251	2023
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$69,109	2021
Escambia County Medical Society	FL	\$92,289	Executive Director	\$66,000	\$60,390	2024
Vergennes Partnership Inc	VT	\$96,959	Executive Director	\$27,560	\$27,018	2024
Washington Contract Firefighters Association	WA	\$92,115	President / Instructor	\$9,870	\$8,861	2023
Mat-su Cabaret Hotel Restaurant	AK	\$92,053	Executive Dir.	\$39,300	\$36,596	2024
Shorepines Bay Village Properties Inc	OR	\$97,425	President & Ceo	\$55,400	\$50,111	2024
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$4,941	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oxford Civic Association	PA	\$97,451	Treasurer	\$2,618	\$2,543	2024
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$63,761	2025
Professional Advocacy Association Of	TX	\$97,675	Sec/exec Director	\$23,500	\$23,573	2023
Black Music Action Coalition Ltd	TN	\$97,689	President	\$151,667	\$159,865	2023
Charles R And Karen P Stephenson	MS	\$97,710	Tcf CI Director	\$82,930	\$89,962	2024
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$39,087	2023
Sakan Community Resources Inc	MN	\$91,376	Managing Director	\$70,475	\$67,827	2024
Yvonne Perkins Legacy Fund Inc	IN	\$91,002	President And Director	\$7,923	\$8,138	2024
Lca Investments Inc	IN	\$98,360	President	\$37,684	\$39,850	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	332 organizations. Compensation range \$1–\$202,944; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$94,612); for reference, expenses \$115,891 and assets \$261,533.
ROLE MATCH	Twila Fisher, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 97 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	27 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Twila Fisher) 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 332 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,401 is reasonable (approximately the 27th 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.