

Western Reserve Area Agency On Aging

Executive Director / CEO

EIN 821317285

OH · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **E Douglas Beach, Executive Director / CEO** (\$41,528) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T30).

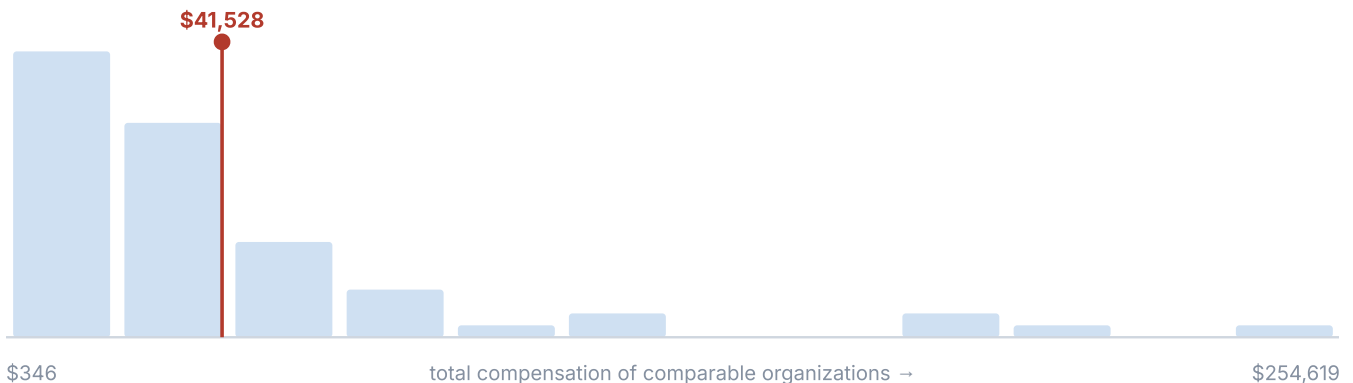
BUDGET Total revenue between \$59,379 and \$132,939 — 0.67x to 1.50x the subject's \$88,626 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,760	\$11,325	\$28,730	\$50,361	\$102,944	\$41,528
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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 OH 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
Mad Anthony Childrens Foundation	IN	\$89,150	Executive Dir.	\$34,000	\$33,852	2024
Cotton Electric Charitable	OK	\$90,187	Director	\$176,286	\$178,549	2025
Kansas City Kansas Area Chamber	KS	\$87,004	President (F	\$3,686	\$3,760	2024
Joyal Capital Management Foundation Inc	MA	\$86,055	Clerk, Director, Program Director	\$55,008	\$48,049	2023
Community Foundation Of The Valleys	CA	\$91,265	Executive Director	\$17,500	\$14,689	2023
United Way Of Franklin County	IN	\$85,982	Executive Director	\$30,022	\$30,775	2023
Brooklyn Health Equity Foundation Inc	NY	\$91,567	Chairman	\$91,000	\$77,638	2024
The Gilmour-jirgens Fund	MI	\$91,606	Secretary/treasurer/director	\$64,903	\$63,249	2024
The Mike Gallagher Show Charitable	NY	\$84,008	Executive Di	\$117,200	\$102,944	2023
Madisonville Community Urban Redevelopment Corporation	OH	\$93,598	Interim Executive Director	\$1,046	\$1,046	2024
Lev Chai	NJ	\$82,749	Trustee	\$7,000	\$5,901	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vinfen Corporation Of Larchmont Inc	MA	\$94,515	President (As Of 8/22/22)	\$2,702	\$2,360	2023
Canton-inwood Area Health Foundation	SD	\$81,750	Executive Director	\$25,077	\$26,130	2024
Friends Of Cmh Sumner Community	IA	\$80,040	Cha/cfo	\$33,982	\$35,130	2024
Arise Foundation Inc	NY	\$98,289	Ceo (Through Dec 2024)	\$17,821	\$15,204	2024
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$36,396	2024
Greater New Orleans Hotel & Lodging	LA	\$100,031	Executive Director	\$24,758	\$25,739	2024
History Heritage And Hope	FL	\$76,758	Executive Director	\$6,248	\$5,542	2024
Zoomie Foundation	CA	\$75,815	Treasurer	\$60,000	\$50,361	2023
Charitable Foundation Of The Energy Bar	DC	\$75,515	Chief Executive Officer	\$20,492	\$16,978	2024
Renaissance Internationalinc	FL	\$102,475	President	\$20,000	\$17,739	2024
Massdevelopmenthefa Trust	MA	\$74,249	Trustee (As Of 06/2023)	\$41,641	\$36,373	2023
Sophia Transformative Leadership	WI	\$105,927	Executive Di	\$65,958	\$65,037	2024
The Ascension Fund Inc	LA	\$105,954	Executive Dir.	\$41,500	\$44,420	2023
The Kranzberg Foundation	MO	\$106,881	Director	\$31,092	\$32,010	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	61 organizations. Compensation range \$346–\$254,619; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$88,626); for reference, expenses \$82,673 and assets \$3,367,704.
ROLE MATCH	E Douglas Beach, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (E Douglas Beach) 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 61 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,528 is reasonable (approximately the 67th 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.