

# Peace Valley Foundation Inc

Executive Director / CEO

EIN 822888992

MA · NTEE P28

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **David B Tokgoz, Executive Director / CEO** (\$58,561) against **every comparable organization** that fit the selection criteria — **1262** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** David B Tokgoz — 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 (P28).
BUDGET	Total revenue between \$95,989 and \$214,902 — 0.67x to 1.50x the subject's \$143,268 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**1,262** organizations qualified on sector, size, and geography → **1,262** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,538	\$20,008	\$38,080	\$60,040	\$82,904	<b>\$58,561</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 MA 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="#">Numana Inc</a>	IA	\$143,211	President	\$25,850	<b>\$31,497</b>	2023
<a href="#">Taylor's Closet Foundation Inc</a>	FL	\$143,155	Creative Director	\$57,231	<b>\$59,830</b>	2023
<a href="#">Hope Community Inc Of White Lake</a>	MI	\$143,124	President	\$69,344	<b>\$79,650</b>	2023
<a href="#">Florida State Alliance Of Ymcas Inc</a>	FL	\$143,420	President/ceo	\$28,240	<b>\$27,937</b>	2025
<a href="#">Women's E-news</a>	NY	\$143,093	Executive Director	\$82,500	<b>\$80,580</b>	2024
<a href="#">Las Vegas Deaf Seniors</a>	NV	\$143,458	President	\$1,650	<b>\$1,788</b>	2024
<a href="#">Center For Hope And Strength Inc</a>	CA	\$142,949	President & Ceo	\$58,631	<b>\$54,724</b>	2024
<a href="#">The Pourhouse Inc</a>	IN	\$143,634	President/exec Director	\$98,000	<b>\$111,707</b>	2024
<a href="#">Family Promise Of Cheyenne</a>	WY	\$142,837	Executive Director	\$54,800	<b>\$63,428</b>	2024
<a href="#">East Suburban Citizen Advocacy Inc</a>	PA	\$142,829	Executive Director	\$65,200	<b>\$70,279</b>	2024
<a href="#">Glencoe Youth Services A Corporation</a>	IL	\$142,806	Executive Director	\$52,046	<b>\$55,307</b>	2024
<a href="#">Bixby Knolls Towers Inc</a>	CA	\$143,906	President/ceo	\$68,128	<b>\$63,587</b>	2024
<a href="#">Wilson Rides Inc</a>	TN	\$142,612	Executive Director	\$69,000	<b>\$80,711</b>	2023
<a href="#">Lakeview Area Helping Hands Center</a>	PA	\$142,451	Administrato	\$17,000	<b>\$18,866</b>	2023
<a href="#">Compelled Ones</a>	AZ	\$144,117	President	\$44,000	<b>\$45,739</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sacramento Kindness Campaign I</a>	CA	\$144,166	Ceo	\$20,539	<b>\$19,170</b>	2024
<a href="#">Universal Aid For Children Inc</a>	FL	\$144,444	Executive Dir.	\$40,000	<b>\$40,616</b>	2024
<a href="#">Hale Meekins Residence Inc</a>	MA	\$144,639	President & Ceo	\$14,178	<b>\$14,178</b>	2023
<a href="#">The Estancia Foundation</a>	AZ	\$144,688	Secretary/treasurer	\$35,787	<b>\$37,201</b>	2024
<a href="#">Repurposed Blooms</a>	AL	\$144,736	Program Director	\$32,543	<b>\$39,124</b>	2023
<a href="#">Aspire Health Partners Foundation Inc</a>	FL	\$144,750	President/ceo	\$37,346	<b>\$39,042</b>	2023
<a href="#">Accord Inc</a>	CO	\$144,800	Ex Officio Director	\$30,000	<b>\$32,012</b>	2023
<a href="#">Women Are Dreamers Too</a>	GA	\$141,700	Exec Director	\$13,990	<b>\$15,205</b>	2024
<a href="#">The Literacy Center For Dyslexia I</a>	FL	\$141,696	President	\$6,625	<b>\$6,727</b>	2024
<a href="#">Koochiching Aging Options</a>	MN	\$141,676	Excutive Dir	\$64,177	<b>\$68,544</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	1262 organizations. Compensation range \$121–\$413,655; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$143,268); for reference, expenses \$133,474 and assets \$6,493.
ROLE MATCH	David B Tokgoz, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	237 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	58 <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 (David B Tokgoz) 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 1262 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,561 is reasonable (approximately the 73<sup>rd</sup> 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.