

One Wake

Executive Director / CEO

This analysis benchmarks the total compensation of **Devin Ross, Executive Director / CEO** (\$109,791) against **every comparable organization** that fit the selection criteria — **323** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

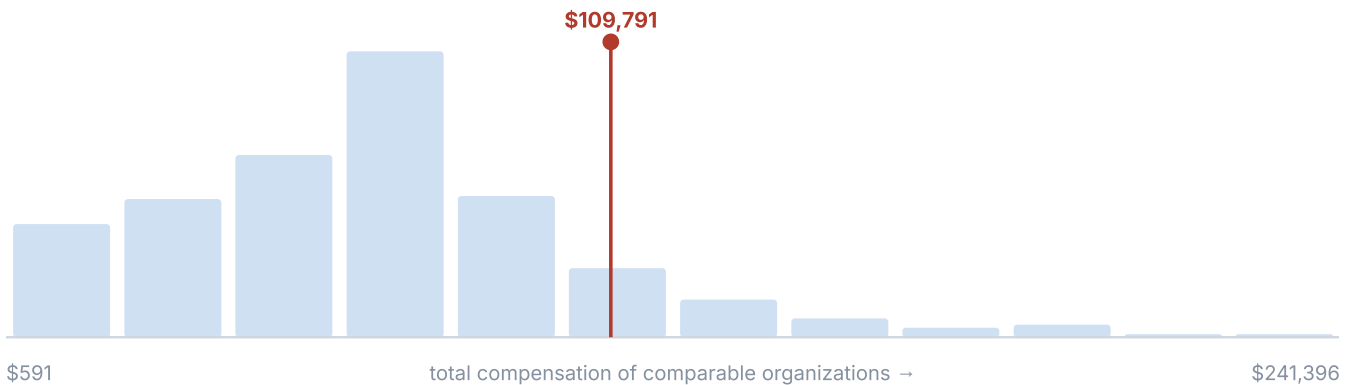
Benchmarked executive: Devin Ross — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$272,849 and \$610,857 — 0.67x to 1.50x the subject's \$407,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

323 organizations qualified on sector, size, and geography → **323** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,549	\$41,565	\$65,577	\$84,654	\$114,191	\$109,791
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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 NC 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
Streets Are For Everyone	CA	\$406,388	Executive Dir.	\$27,375	\$22,877	2024
Anacostia Trails Heritage Area Inc	MD	\$405,305	Executive Director	\$84,612	\$74,584	2025
Engage Winona	MN	\$404,673	Executive Director	\$68,000	\$65,028	2024
Staten Island Urban Center Inc	NY	\$409,827	Ceo & Founder	\$78,430	\$70,616	2023
West Indianapolis Development Corp	IN	\$410,024	Executive Director	\$114,000	\$119,786	2023
Associated Neighborhood Centers	OH	\$410,835	Executive Director	\$48,500	\$49,715	2024
Star-tec Enterprises Inc	FL	\$410,918	President Ceo	\$200,000	\$177,149	2025
Hamilton Partnership For Paterson Inc	NJ	\$403,168	Former Exec Dir	\$72,000	\$62,215	2024
Ripley County Caring Community	MO	\$403,145	Executive Di	\$50,715	\$51,986	2024
New Birth Community Development	CA	\$411,445	Board President, Executive Director	\$22,155	\$19,062	2023
Dineh Cooperatives Incorporated	AZ	\$411,616	Interim President & Ceo (Thru 09/24)	\$122,805	\$114,302	2024
Holy Ghost Association Inc	MA	\$402,345	Asst Treasurer	\$18,221	\$16,314	2023
The Montgomery Institute	MS	\$402,323	President	\$52,000	\$56,050	2024
Whitestone Community Association	AK	\$402,005	Secretary	\$13,824	\$12,791	2024
Adult Care Center Of The Northern	VA	\$412,644	Executive Director	\$56,073	\$53,945	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Compassion Ministries Of Waco	TX	\$413,125	Executive Director	\$67,000	\$66,779	2023
Stuart Main Street Assoc Inc	FL	\$401,086	Executive Director	\$66,090	\$60,088	2024
Seymour Main Street Inc	IN	\$413,471	Executive Director	\$49,275	\$51,775	2023
Livingston Community Partnership Management Corporation	NJ	\$413,548	Executive Director	\$77,500	\$66,967	2024
Watershed Human And Community Development Agency Inc	AR	\$399,384	Treasurer	\$30,034	\$33,638	2023
Diastovavie	VA	\$415,132	Ceo Founder	\$5,122	\$5,129	2022
Downtown Billings Partnership	MT	\$415,268	Ceo	\$33,550	\$36,034	2023
Westtown Community Development Corp	OH	\$398,892	Executive Di	\$84,078	\$86,185	2024
Leipsic Community Center	OH	\$416,554	Executive Di	\$31,185	\$31,966	2024
The Tatanka Funds Incorporated	SD	\$396,706	Executive Director (Thru July 24)	\$69,954	\$74,718	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 323 organizations. Compensation range \$591–\$241,396; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$407,238); for reference, expenses \$430,141 and assets \$266,888.

ROLE MATCH	Devin Ross, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	88 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	83 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 (Devin Ross) 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 323 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,791 is reasonable (approximately the 88th 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.