

Mr Dad Fathers Club

Executive Director / CEO

This analysis benchmarks the total compensation of **Joseph G Williams, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

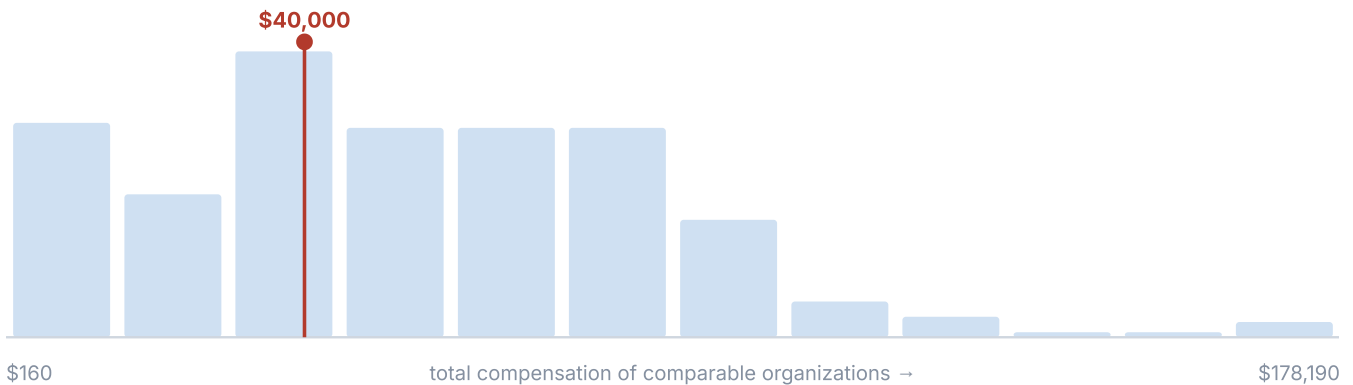
Benchmarked executive: Joseph G Williams — reported title "PRESIDENT &", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

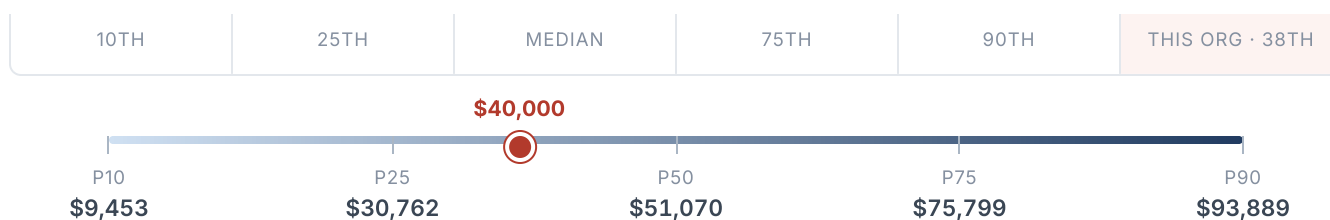
SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$331,899 and \$743,058 — 0.67x to 1.50x the subject's \$495,372 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

288 organizations qualified on sector, size, and geography → **288** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,453	\$30,762	\$51,070	\$75,799	\$93,889	\$40,000
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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 IL 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
Mental Fitness 21st Century Learning Inc	GA	\$494,115	Exective Director	\$48,850	\$51,437	2023
Nevada R-5 School District Public	MO	\$496,775	Executive Di	\$8,780	\$9,459	2024
New Mexico Society Of Cpas	NM	\$493,310	President	\$99,318	\$108,657	2024
Next Generation Academics Inc	FL	\$493,292	Director	\$34,878	\$34,312	2023
Sapphire Early Learning Center	MT	\$497,778	Director	\$46,878	\$51,399	2024
Hopi School Inc	AZ	\$492,215	Facilitator	\$55,000	\$53,803	2024
Sunrise Montessori School Inc	MA	\$492,126	Head Of Scho	\$80,120	\$75,397	2023
Covenant Grace Christian Academy Inc	LA	\$491,799	Treasurer	\$32,000	\$34,917	2025
Tyger River Childrens Center Inc	SC	\$499,127	Director	\$58,307	\$63,700	2023
Urban Village Montessori Inc	MA	\$489,946	President	\$91,069	\$81,096	2025
Whispering Pines Christian School	CA	\$501,439	Secretary	\$9,000	\$8,139	2023
Chesterton Academy Of St Philip Neri	MO	\$502,211	Executive Director	\$69,430	\$74,800	2024
Fort Dodge Community School District Foundation	IA	\$487,946	Director	\$86,250	\$98,898	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Trinity Academy Inc	TN	\$487,742	Head Of School	\$52,000	\$54,165	2025
East Orchard Christian Academy Inc	IL	\$487,462	Secretary/di	\$17,000	\$16,562	2025
Gateways Academy Inc	MA	\$504,438	President	\$43,000	\$38,291	2025
Faith Christian School And Institute	PA	\$486,139	President	\$28,778	\$30,053	2023
Nashoba Montessori School Inc	MA	\$504,671	President	\$125,000	\$114,256	2024
Classical Studies Institute Of Louisville Inc	KY	\$505,330	Head Of School (Beg. 9.10.2022)non Voting Director	\$59,807	\$67,289	2023
Horizons Academy Of Maui Inc	HI	\$506,211	Operations D	\$89,848	\$81,823	2024
Waldessori Schoolhouse	TX	\$484,528	Board President	\$13,573	\$13,810	2024
Peak Potential	MT	\$506,266	Executive Director	\$34,000	\$38,380	2023
University Montessori School	LA	\$484,030	Chairman	\$31,990	\$36,889	2023
Tall Oaks Academy Inc	WI	\$506,978	Head Of School	\$62,333	\$66,216	2024
Life Academy Gj	CO	\$507,696	President	\$37,800	\$37,958	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	288 organizations. Compensation range \$160–\$178,190; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$495,372); for reference, expenses \$491,518 and assets \$20,592.
ROLE MATCH	Joseph G Williams, reported title "PRESIDENT &", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	38 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	36 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 (Joseph G Williams) 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 288 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 38th 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.