

Prince William County Community Foundation

Executive Director / CEO

EIN 824105362
 VA · NTEE S12
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Vanessa Gattis, Executive Director / CEO** (\$43,600) against **every comparable organization** that fit the selection criteria — **1766** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Vanessa Gattis — 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 (S12).
BUDGET	Total revenue between \$278,841 and \$624,273 — 0.67x to 1.50x the subject's \$416,182 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,766 organizations qualified on sector, size, and geography → **1,766** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,920 10TH	\$48,867 25TH	\$77,875 MEDIAN	\$110,848 75TH	\$153,223 90TH	\$43,600 THIS ORG · 22ND
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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 VA 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
East Parker County Chamber Of Commerce	TX	\$416,219	President/ceo	\$88,610	\$89,167	2024
Professional Remodeling Organization Of Metro Dc Inc	VA	\$416,132	Executive Director	\$110,000	\$110,000	2023
Aitkin County Growth Inc	MN	\$416,035	Executive Di	\$85,032	\$84,523	2024
Leipsic Community Center	OH	\$416,554	Executive Di	\$31,185	\$33,227	2024
Long Beach Accelerator Inc	CA	\$415,792	Executive Dir.	\$170,445	\$152,432	2023
Bothell Kenmore Chamber Of Commerce	WA	\$416,609	Former Exec	\$68,125	\$63,169	2023
International Thriller Writers Inc	OH	\$416,901	Exec Directo	\$103,615	\$110,399	2024
Mountain Brook Chamber Of Commerce Inc	AL	\$415,379	Executive Director (Left June 2024)	\$122,496	\$133,128	2024
Downtown Billings Partnership	MT	\$415,268	Ceo	\$33,550	\$37,455	2023
Akahiao Nature Institute	HI	\$417,126	Vice Preside	\$25,600	\$23,738	2023
Teamsters Local 120 Building Holding Company	MN	\$417,127	President	\$62,448	\$63,908	2023
Burlington Community Development Corp	VT	\$415,198	President	\$19,449	\$20,274	2023
Diastovavie	VA	\$415,132	Ceo Founder	\$5,122	\$5,332	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fraternal Order Of Police Maricopa Lodge Corp 5	AZ	\$417,353	Secretary	\$2,400	\$2,391	2023
Ingleside Chamber Of Commerce	TX	\$417,508	Director	\$50,000	\$50,315	2024
Isri Services Corporation	DC	\$417,617	Isri President Designee	\$43,055	\$38,008	2024
Tacony Community Development Corpor	PA	\$414,614	Interim Executive Director	\$55,846	\$56,024	2024
Medical Staff Of University Of	CA	\$414,604	President	\$48,000	\$41,696	2024
De Soto Chamber Of Commerce Inc	KS	\$417,821	President	\$61,959	\$67,336	2024
Chico Economic Planning Corporation	CA	\$417,941	Executive Director	\$104,004	\$93,012	2023
Heart Of The Tree City Inc	IN	\$414,397	Executive Di	\$22,174	\$24,218	2023
Crown Community Development Corporation Inc	IN	\$418,015	Ceo	\$133,724	\$141,861	2024
Bloomfield Center Alliance Inc	NJ	\$414,130	Exec. Director	\$99,864	\$89,695	2024
Institute Of Real Estate Management	MA	\$414,104	Executive Director	\$156,975	\$146,094	2023
Chicagoblend Group Inc	IL	\$418,344	Ceo	\$119,913	\$122,095	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	1766 organizations. Compensation range \$1–\$995,974; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$416,182); for reference, expenses \$353,385 and assets \$196,659.
ROLE MATCH	Vanessa Gattis, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	214 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	74 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	15 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 (Vanessa Gattis) 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 1766 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,600 is reasonable (approximately the 22nd 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.