

# Heretogether

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Angenla Martin, Executive Director / CEO** (\$123,972) against the **2000** closest of **3,670** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Angenla Martin — 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 (P05).
BUDGET	Total revenue between \$215,311 and \$482,040 — 0.67x to 1.50x the subject's \$321,360 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,670** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$16,720	\$33,167	\$56,123	\$78,150	\$100,260	<b>\$123,972</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 OR 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="#">Peopleworks - Nm</a>	NM	\$321,450	Executive Di	\$64,693	<b>\$77,140</b>	2023
<a href="#">The Alliance For Commercialization</a>	TX	\$321,267	Founder	\$122,675	<b>\$132,141</b>	2024
<a href="#">Micah 6 Of Austin Texas</a>	TX	\$321,238	Executive Director	\$62,316	<b>\$69,107</b>	2023
<a href="#">Umpqua Valley Farm To School</a>	OR	\$321,237	Executive Director	\$68,900	<b>\$70,935</b>	2023
<a href="#">The Widows Mite</a>	NV	\$321,504	Board Member, Community Member	\$24,419	<b>\$26,357</b>	2024
<a href="#">Downey Side Inc</a>	NY	\$321,106	President	\$31,515	<b>\$29,876</b>	2025
<a href="#">Colfax County Senior Center Inc</a>	NE	\$321,619	Manager	\$17,262	<b>\$19,993</b>	2024
<a href="#">The Bridge Of Storm Lake</a>	IA	\$321,012	Chief Executive Officer	\$36,356	<b>\$42,866</b>	2024
<a href="#">Senior Citizens Center Of Derry</a>	PA	\$321,782	Executive Di	\$90,300	<b>\$96,968</b>	2024
<a href="#">Asian Corporate &amp; Entrepreneur</a>	AZ	\$321,788	President	\$123,376	<b>\$131,543</b>	2023
<a href="#">Acadiana Regional Coalition On</a>	LA	\$320,919	Ex Director	\$70,535	<b>\$83,635</b>	2024
<a href="#">The Child Advocacy Center Of Carroll County</a>	NH	\$321,856	Executive Director	\$103,279	<b>\$105,724</b>	2023
<a href="#">Twice Blessed Inc</a>	VT	\$321,863	Secretary	\$25,803	<b>\$27,967</b>	2024
<a href="#">Polybydesign</a>	CA	\$321,913	President	\$49,185	<b>\$47,085</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Patchogue Medford Youth &amp; Community</a>	NY	\$321,935	Executive Director	\$32,743	<b>\$32,801</b>	2023
<a href="#">Welcome Home Inc</a>	MA	\$320,776	Executive Di	\$25,000	<b>\$24,905</b>	2023
<a href="#">Hicksville Teenage Council Inc</a>	NY	\$320,756	Executive Director	\$91,387	<b>\$88,924</b>	2024
<a href="#">League For The Handicapped Inc</a>	NY	\$321,968	Executive Di	\$20,190	<b>\$19,646</b>	2024
<a href="#">Copper River Basin Child Advocacy Center</a>	AK	\$320,713	Executive Dir.	\$85,200	<b>\$90,305</b>	2023
<a href="#">Marlboro County Council On Aging</a>	SC	\$320,574	Executive Director	\$54,128	<b>\$60,807</b>	2024
<a href="#">Jefferson Senior Citizens Center Inc</a>	FL	\$320,571	Executive Director	\$34,300	<b>\$35,722</b>	2023
<a href="#">Creative Aging Network - Nc</a>	NC	\$320,568	Executive Director	\$47,959	<b>\$53,361</b>	2024
<a href="#">Drexel Community Fair Incorporated</a>	NC	\$322,260	President	\$2,000	<b>\$2,225</b>	2024
<a href="#">Hilltop Urban Gardens</a>	WA	\$320,448	Board Member	\$61,294	<b>\$59,093</b>	2024
<a href="#">Fairfield Center Of Hope</a>	OH	\$322,379	Executive Director	\$52,415	<b>\$59,781</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **2000** organizations. Compensation range \$19–\$595,192; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$321,360); for reference, expenses \$392,107 and assets \$212,550.
ROLE MATCH	Angenla Martin, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	138 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Angenla Martin) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,972 is reasonable (approximately the 96<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.