

# Samuel Staten Sr Pre-apprenticeship Program

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **William Peebles, Executive Director / CEO** (\$140,154) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

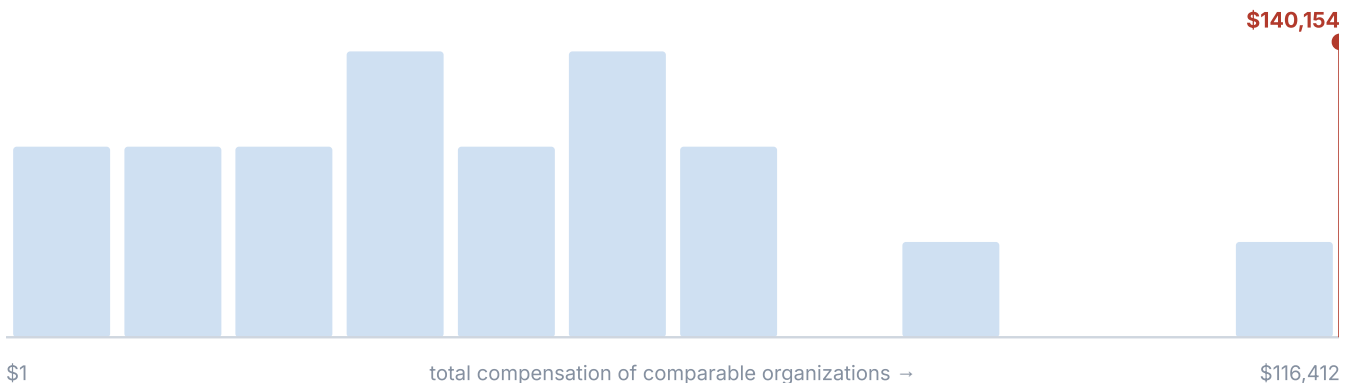
**Benchmarked executive:** William Peebles — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B19).
BUDGET	Total revenue between \$73,352 and \$164,223 — 0.67x to 1.50x the subject's \$109,482 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,239	\$21,557	\$37,517	\$56,198	\$68,088	<b>\$140,154</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 PA 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="#">Consortium On Workplace-based Education</a>	OH	\$113,672	Executive Director	\$19,950	<b>\$20,581</b>	2024
<a href="#">Golden Ciphers</a>	OH	\$116,132	Executive Director	\$33,120	<b>\$34,167</b>	2024
<a href="#">Hope United Inc</a>	OK	\$118,852	Executive Director	\$48,383	<b>\$53,424</b>	2023
<a href="#">Council On Youth Programs For</a>	NY	\$119,498	President/treas./director	\$37,449	<b>\$32,961</b>	2024
<a href="#">Nw Laborers United Training Center</a>	WA	\$120,000	President	\$90,957	<b>\$79,317</b>	2024
<a href="#">Harrisonburg Education Foundation Inc</a>	VA	\$97,298	Executive Director	\$69,062	<b>\$63,275</b>	2025
<a href="#">Rowan Global Inc</a>	NJ	\$93,631	President & Ceo	\$35,314	<b>\$31,617</b>	2023
<a href="#">The Laura And Alvin Siegal College Of</a>	OH	\$93,138	Secretary	\$38,477	<b>\$40,866</b>	2023
<a href="#">Hope Academy Holding Company</a>	MN	\$87,721	Treasurer/se	\$12,732	<b>\$11,938</b>	2025
<a href="#">Student Loan Fund Inc</a>	CT	\$134,579	Executive Director	\$62,550	<b>\$57,123</b>	2024
<a href="#">Freeport Area School District</a>	PA	\$83,655	Executive Di	\$15,000	<b>\$15,000</b>	2023
<a href="#">The Woodland Foundation</a>	LA	\$136,138	Executive Director	\$48,419	<b>\$51,930</b>	2024
<a href="#">Montessori Public Policy Initiative</a>	DC	\$136,404	Executive Dir.	\$136,200	<b>\$116,412</b>	2024
<a href="#">Nibras Education Foundation</a>	MI	\$140,058	President	\$43,790	<b>\$45,324</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Education Quality Outcomes Standards</a>	MA	\$149,333	Ceo	\$70,211	<b>\$61,453</b>	2024
<a href="#">Bridge Of Grace Support Corporation</a>	IN	\$151,624	Board Chair	\$2,862	<b>\$2,940</b>	2024
<a href="#">Beyond Limits Therapeutic Riding Inc</a>	GA	\$156,947	Executive Director	\$25,000	<b>\$24,484</b>	2024
<a href="#">Skourtes Institute</a>	OR	\$158,603	Dir, Pres. &	\$1	<b>\$1</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	18 organizations. Compensation range \$1–\$116,412; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$109,482); for reference, expenses \$611,112 and assets \$2,627,895. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	William Peebles, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (William Peebles) 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 18 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,154 is reasonable (approximately the 100<sup>th</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 9, 2026.