

Old Colony Ymca Wellness Services Inc

Executive Director / CEO

EIN 843604342

MA · NTEE P40

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Charles Clifford, Executive Director / CEO** (\$31,731) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Charles Clifford — reported title “PRESIDENT, CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P40).

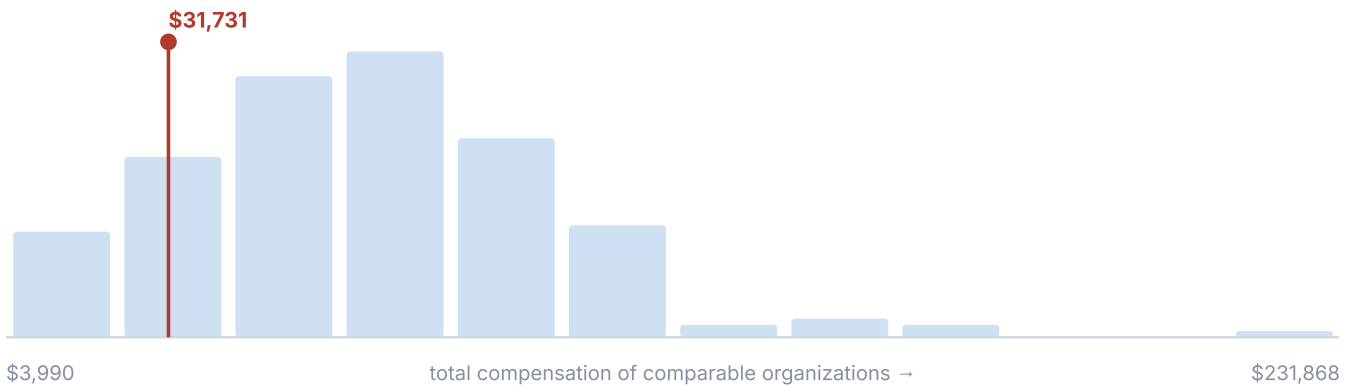
BUDGET Total revenue between \$266,003 and \$595,530 — 0.67x to 1.50x the subject's \$397,020 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography

→ **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,680	\$43,508	\$64,822	\$85,729	\$107,230	\$31,731
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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 MA 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
Ohio County Family Resource Network	WV	\$397,037	Executive Di	\$60,000	\$72,294	2024
Career Focus Inc	FL	\$397,535	Chief Executive Officer / Founder	\$68,600	\$71,715	2024
One Love Global	MI	\$398,990	Secretary	\$34,619	\$39,764	2024
Providence Family Life Center	MI	\$394,992	Ceo	\$61,938	\$71,143	2024
Quakerdale Family Services	IA	\$399,118	Executive Director	\$72,100	\$87,852	2024
Life Choices Pregnancy & Family Resource Center	TN	\$393,471	Executive Director Since 10124	\$11,500	\$13,452	2024
Furniture Mission Of The Red River Valle	ND	\$403,304	Executive Director	\$63,000	\$79,209	2023
Northeast Missouri Caring	MO	\$390,555	Director	\$41,200	\$48,560	2024
Foster Alumni Mentors	CO	\$389,696	Executive Di	\$80,726	\$86,140	2024
The Nurture Place Inc	FL	\$404,622	President	\$24,000	\$25,831	2023
Ranch Of Hope	CO	\$388,944	President	\$72,177	\$77,017	2024
Way Station	NH	\$388,158	Client Care Coordinator	\$61,109	\$62,792	2024
Community Of Care	ND	\$388,001	Executive Director	\$90,432	\$110,437	2024
Tobys Place Inc	ID	\$387,994	Executive Director	\$70,500	\$83,458	2024
Esperanza House Inc	AL	\$406,907	Executive Director	\$63,104	\$78,106	2023
Caring Hearts Pregnancy Ctr Of	NC	\$409,730	Executive Director	\$45,684	\$52,529	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resources For Women Inc	FL	\$383,925	Center Director	\$70,888	\$74,107	2024
Prism Economic Development Corporation	WI	\$411,848	Executive Director	\$51,635	\$60,010	2024
Abc Crisis Pregnancy Center Inc	SC	\$413,176	Director	\$40,369	\$46,866	2024
Faith Choice Ohio	OH	\$380,657	Executive Director	\$90,000	\$109,211	2023
Crossroads Pregnancy Resource Center	KY	\$413,393	Executive Director	\$75,383	\$90,126	2024
About Families Inc	CA	\$378,090	Exec Directo	\$16,560	\$16,383	2023
Infant Parent Center Inc	CA	\$378,081	Director	\$150,000	\$148,396	2023
The Families And Work Institue Inc	NY	\$377,269	President	\$38,453	\$38,667	2024
Restore Small Groups	TN	\$417,004	Founder & Executive Director	\$91,683	\$107,244	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 192 organizations. Compensation range \$3,990–\$231,868; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$397,020); for reference, expenses \$376,847 and assets \$143,196.

ROLE MATCH Charles Clifford, reported title "*PRESIDENT, CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	15 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Charles Clifford) 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 192 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,731 is reasonable (approximately the 15th 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.