

Believe It Achieve It

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jared Williams, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

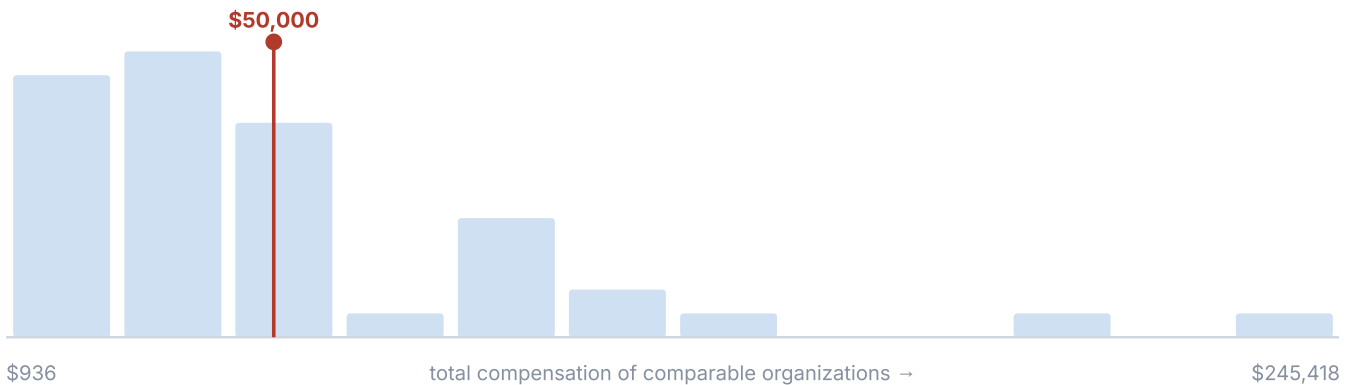
Benchmarked executive: Jared Williams — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B80).
BUDGET	Total revenue between \$111,220 and \$249,000 — 0.67x to 1.50x the subject's \$166,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,689	\$22,435	\$40,641	\$62,952	\$103,442	\$50,000
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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 CA 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
Education With Purpose Foundation For Pacific Islanders	WA	\$171,228	Executive Director	\$81,504	\$84,506	2023
Northwest Suburban Conference	MN	\$159,661	Executive Secretary	\$25,000	\$27,071	2025
Way Coffee Co	MI	\$157,749	Executive Di	\$28,221	\$31,921	2025
Streams In The Wasteland Christian	UT	\$157,356	Director	\$75,000	\$88,895	2023
The Fashion Foundation Inc	NY	\$175,871	President	\$27,500	\$27,952	2024
Lives Without Limits Inc	GA	\$176,106	Executive Dir.	\$23,740	\$26,851	2024
The Partnership Inc	DE	\$155,522	President	\$4,850	\$5,342	2024
Kos Inc	GA	\$176,917	President	\$21,850	\$25,443	2023
Literacy Advocates Usa Inc	FL	\$177,050	President	\$40,000	\$42,268	2024
Virginia Law Review Association	VA	\$177,170	Secretary	\$18,369	\$19,950	2024
Pearls Academy Incorporated	PA	\$187,639	Executive Director	\$53,112	\$59,578	2024
Scholar Career Coaching Inc	FL	\$144,351	Executive Director	\$46,720	\$50,828	2023
The Graduate Student Government	ME	\$138,557	President	\$3,301	\$3,623	2025
Freedom Village Of Hope	TN	\$193,592	Consulting Assistant Executive Director	\$32,500	\$38,428	2024
Stanford University Bookstore	CA	\$135,857	President	\$245,418	\$245,418	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of The Hamilton Schools	MT	\$133,739	Director	\$750	\$936	2023
Jump Math Inc	IA	\$130,545	Ceo	\$159,367	\$196,283	2024
Mass Collective Foundation Inc	GA	\$126,832	Board Member	\$10,810	\$12,226	2024
Intergenerational Guidance Group	LA	\$124,925	President	\$9,863	\$12,577	2023
B Relyt Organization Inc	CA	\$210,023	Ceo	\$27,794	\$26,997	2024
Sierra Stem	CA	\$120,511	Education Director	\$21,812	\$21,186	2024
Wise Choices For Girls	CA	\$212,769	Executive Director	\$47,500	\$46,137	2024
Library Of Michigan Foundation	MI	\$212,885	Executive Director/chief Development	\$99,591	\$115,629	2024
Educational Access Group	CO	\$215,225	Director And President	\$79,875	\$83,933	2025
Rural Youth Institute	ME	\$215,437	President And Director	\$45,331	\$51,058	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 43 organizations. Compensation range \$936–\$245,418; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$166,000); for reference, expenses \$165,058 and assets \$0.

ROLE MATCH	Jared Williams, reported title " <i>Executive Director</i> ", 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	60 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	53 rd

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 (Jared 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 9, 2026, comparing compensation against 43 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 60th 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.