

Revillage

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Erika, Executive Director / CEO** (\$36,458) against **every comparable organization** that fit the selection criteria — **442** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

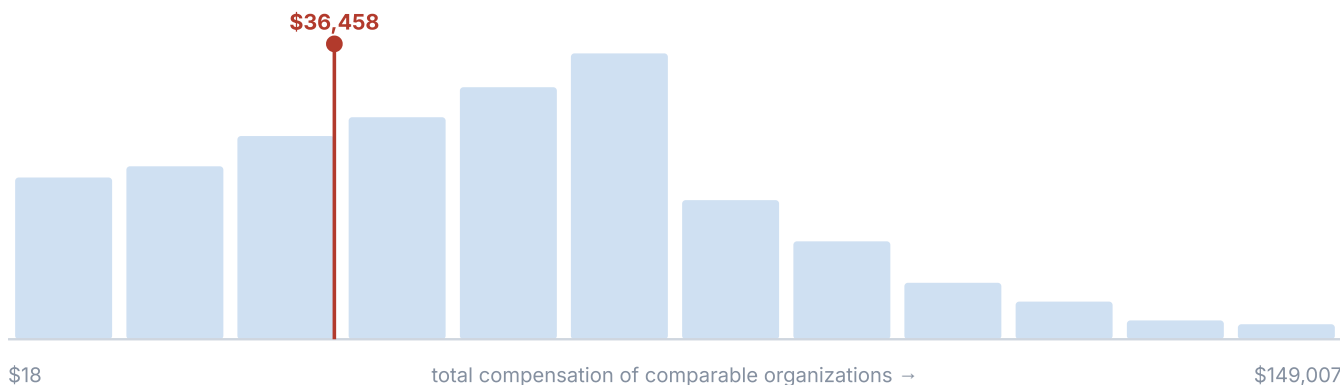
Benchmarked executive: Erika — reported title “Johnson”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$160,437 and \$359,188 — 0.67x to 1.50x the subject's \$239,459 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

442 organizations qualified on sector, size, and geography → **442** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,756	\$29,429	\$52,927	\$72,593	\$92,984	\$36,458
----------	----------	----------	----------	----------	----------



● 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
Accelerate Education Group	CA	\$239,395	President	\$27,600	\$23,945	2024
Rosati Leadership Academy	ME	\$240,012	Executive Director	\$78,833	\$79,313	2024
Getting Back To Basics	NC	\$238,749	Chairman	\$16,913	\$18,077	2023
Sebastopol Sea Serpents	CA	\$240,202	Head Coach	\$143,552	\$124,545	2024
Everybody Wins Vermont Inc	VT	\$238,657	Executive Director	\$56,684	\$59,018	2023
Triumph Futbol Club Inc	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	\$120,664	2023
Community Builders	WA	\$238,580	Treasurer	\$5,094	\$4,717	2023
Mother Oliver S Place Inc	FL	\$238,473	Director	\$110,000	\$103,826	2024
Halt Violence	OH	\$240,534	Founder/ceo	\$99,364	\$105,740	2024
Planet Hope Land And Sea	MD	\$238,166	Executive Director	\$68,500	\$64,344	2024
Supergirls Shine Foundation	TX	\$237,931	Ceo	\$70,600	\$73,053	2023
Lanai Academy Of Performing Arts In	HI	\$241,109	Exec & Music	\$76,125	\$68,478	2024
Apex Youth Connection	ME	\$241,409	Executive Director	\$66,911	\$67,319	2024
Saturday Place	IL	\$237,199	Program Director	\$50,750	\$51,610	2023
The Dallas Friendship Circle Inc	TX	\$241,828	Director	\$48,750	\$48,997	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Soccer Club Of Saint Cloud Inc	FL	\$236,238	President	\$28,527	\$26,926	2024
Be The Voice Inc	GA	\$242,700	Executive Director	\$46,000	\$45,273	2025
Presencia Inc	GA	\$236,056	Executive Director	\$70,217	\$70,936	2024
Bent On Learning Inc	NY	\$242,934	Executive Dir.	\$147,300	\$137,685	2023
Gold Coast Junior Golf Foundation Inc	FL	\$235,824	Dir & President	\$2,500	\$2,360	2024
Nature Rangers Wilderness Programs	CA	\$243,102	Executive Director	\$46,489	\$40,334	2024
Connect To Greatness Inc	FL	\$243,758	Executive Dir.	\$90,000	\$84,949	2024
Circle Camps For Grieving Children Inc	WI	\$235,090	Executive Director	\$60,000	\$62,958	2024
Imagine Me Ministries Inc	MD	\$243,844	Executive Director	\$104,315	\$97,987	2024
City Hearts Kids Say Yes To The	CA	\$243,926	Executive Di	\$101,250	\$87,844	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 2022 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.

● Sample, role match & sensitivity

PEER COUNT 442 organizations. Compensation range \$18–\$149,007; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$239,459); for reference, expenses \$248,182 and assets \$33,999.

ROLE MATCH	Erika, reported title " <i>Johnson</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	4 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	32 nd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	32 nd

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 (Erika) 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 442 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,458 is reasonable (approximately the 32nd 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.