

# Underground Ne

Executive Director / CEO

EIN 862572246

CT · NTEE P62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nadine Thomas, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

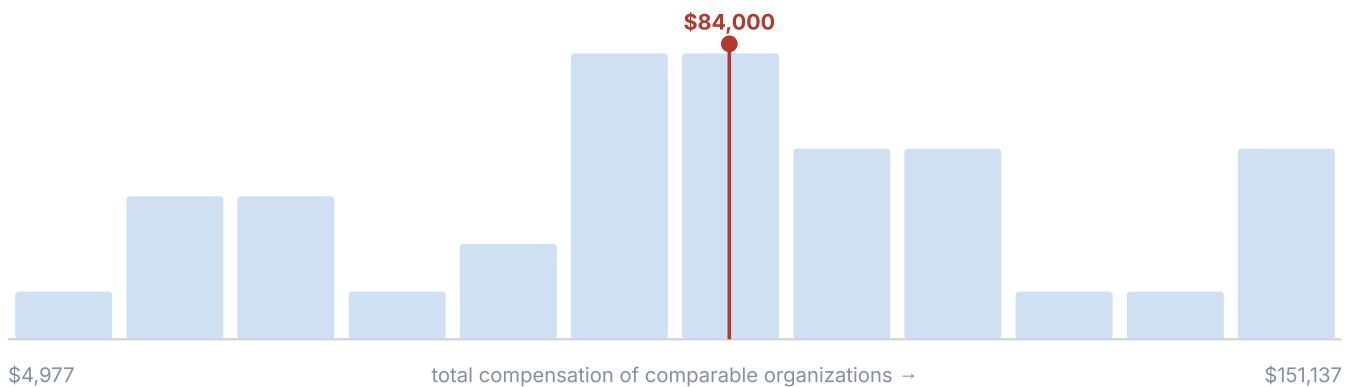
**Benchmarked executive:** Nadine Thomas — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P62).
BUDGET	Total revenue between \$273,424 and \$612,145 — 0.67x to 1.50x the subject's \$408,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P62), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,118	\$61,652	\$82,609	\$103,840	\$136,581	\$84,000
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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 CT 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="#">Courageous And Free Inc</a>	FL	\$407,934	President	\$28,769	<b>\$28,825</b>	2024
<a href="#">Share The Love Ocala Inc</a>	FL	\$408,881	Director	\$29,000	<b>\$29,056</b>	2024
<a href="#">Hidden Water Inc</a>	NY	\$414,681	Founder And Executive Director	\$155,820	<b>\$150,172</b>	2024
<a href="#">Thistle And Bee Enterprises Inc</a>	TN	\$417,650	Ceo	\$120,558	<b>\$139,147</b>	2023
<a href="#">End Slavery Ga</a>	GA	\$389,684	Director	\$46,400	<b>\$51,229</b>	2023
<a href="#">Compassion To Act Incorporated</a>	NC	\$387,192	Board Member, President	\$61,167	<b>\$67,407</b>	2024
<a href="#">International Networks Of Hearts</a>	CA	\$383,527	Ceo	\$72,000	<b>\$68,268</b>	2023
<a href="#">Casa Of Lafourche Inc</a>	LA	\$377,414	Executive Director	\$4,238	<b>\$4,977</b>	2024
<a href="#">Food Yoga International Inc</a>	DE	\$375,886	President	\$29,000	<b>\$31,180</b>	2023
<a href="#">Tip Of Southern Nevada Inc</a>	NV	\$444,032	Ceo	\$101,028	<b>\$108,006</b>	2024
<a href="#">Helping Establish Assistance Resource</a>	CA	\$445,744	Executive Dir.	\$26,120	<b>\$24,766</b>	2023
<a href="#">New York City District Council Of</a>	NY	\$369,950	Director	\$152,881	<b>\$147,340</b>	2024
<a href="#">Advocates Victim Assistance Team Of</a>	CO	\$447,591	Executive Di	\$90,646	<b>\$92,702</b>	2024
<a href="#">Empowerment Collaborative Of</a>	NY	\$365,852	Executive Director	\$43,047	<b>\$41,487</b>	2024
<a href="#">Rivercross Inc</a>	NC	\$358,879	Executive Di	\$78,600	<b>\$86,619</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Professional Christian Counseling S</a>	TX	\$352,504	Owner	\$62,245	<b>\$66,407</b>	2024
<a href="#">Corries House</a>	MN	\$471,931	Executive Dir.	\$35,600	<b>\$37,517</b>	2024
<a href="#">Connected Kids Inc</a>	OK	\$342,444	Ceo And Founder	\$125,000	<b>\$151,137</b>	2023
<a href="#">Anti-human Trafficking Intelligence</a>	NC	\$341,891	Founder / Chief Executive	\$114,411	<b>\$126,083</b>	2024
<a href="#">Instituto De Psicotraumatologia De Pr Inc</a>	PR	\$477,403	Director	\$91,112	<b>\$91,112</b>	2024
<a href="#">Swainqualla Safe Inc</a>	NC	\$336,530	Executive Director	\$57,963	<b>\$63,876</b>	2024
<a href="#">Season Of Justice Corporation</a>	IN	\$480,919	Executive Director (Jan - Jul)	\$66,278	<b>\$74,545</b>	2024
<a href="#">The Traron Center</a>	DC	\$485,850	Founderpresident	\$87,612	<b>\$81,998</b>	2024
<a href="#">The Child Advocacy Center Of Carroll County</a>	NH	\$321,856	Executive Director	\$103,279	<b>\$104,714</b>	2023
<a href="#">Copper River Basin Child Advocacy Center</a>	AK	\$320,713	Executive Dir.	\$85,200	<b>\$89,442</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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** 36 organizations. Compensation range \$4,977–\$151,137; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$408,097); for reference, expenses \$421,368 and assets \$100,890.

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

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Nadine Thomas) 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 36 similarly situated organizations (Same NTEE sector (P62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 53<sup>rd</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.