

# The Village Legal And Community

Executive Director / CEO

EIN 871463966  
 IL · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Joan D Clay, Executive Director / CEO** (\$74,754) 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 **64<sup>th</sup>** percentile of comparable organizations within the typical range

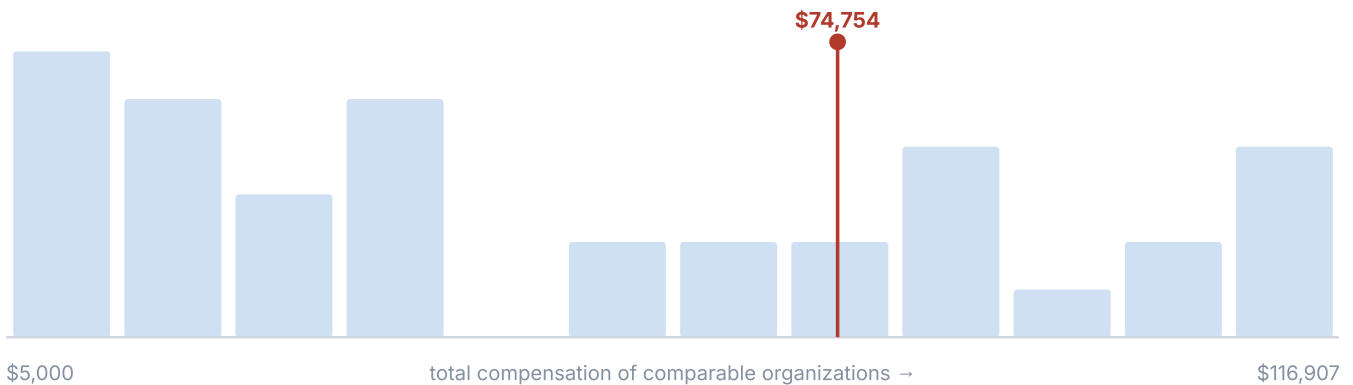
**Benchmarked executive:** Joan D Clay — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$205,391 and \$459,831 — 0.67x to 1.50x the subject's \$306,554 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + IL + 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



\$12,593	\$19,722	\$41,570	\$84,612	\$104,796	\$74,754
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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 IL 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="#">Soup N Share Outreach Program</a>	IL	\$307,443	Director	\$18,000	<b>\$18,532</b>	2023
<a href="#">Fathers Who Care Nfp</a>	IL	\$308,447	Executive Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">Equity &amp; Empowerment For Evanston Families</a>	IL	\$313,204	President	\$120,000	<b>\$116,907</b>	2025
<a href="#">Sacred Spaces Of Care</a>	IL	\$287,859	Executive Director	\$111,320	<b>\$111,320</b>	2024
<a href="#">Leaps Of Love Inc</a>	IL	\$287,106	President	\$19,541	<b>\$20,118</b>	2023
<a href="#">Itoo Society Inc</a>	IL	\$280,097	Treasurer	\$12,994	<b>\$13,378</b>	2023
<a href="#">Hearts United Associaiton</a>	IL	\$337,196	Ackerman	\$41,140	<b>\$41,140</b>	2024
<a href="#">Hunger Resource Network</a>	IL	\$266,655	Development Director	\$93,076	<b>\$93,076</b>	2024
<a href="#">Imago Relationships North America</a>	IL	\$364,114	Executive Dir.	\$116,504	<b>\$116,504</b>	2024
<a href="#">Abpa Foundation Inc</a>	IL	\$248,630	President	\$102,092	<b>\$99,460</b>	2025
<a href="#">Reborn Ministries</a>	IL	\$243,210	Executive Director	\$12,500	<b>\$12,500</b>	2024
<a href="#">Worry Free Community</a>	IL	\$240,508	Executive Director	\$16,000	<b>\$16,000</b>	2024
<a href="#">Think Big Corporation</a>	IL	\$236,226	Board Chair Treasurer	\$109,615	<b>\$109,615</b>	2024
<a href="#">Black Abolition Movement For The Mind Inc Nfp</a>	IL	\$234,160	President/ceo	\$9,165	<b>\$9,436</b>	2023
<a href="#">Healing Hands Resource Center</a>	IL	\$233,625	Therapist.	\$29,225	<b>\$30,088</b>	2023
<a href="#">Darren B Easterling Center For Restorative Practices</a>	IL	\$382,411	Executive Director	\$82,081	<b>\$82,081</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trap Door Productions</a>	IL	\$228,514	Artistic Director	\$30,055	<b>\$30,055</b>	2024
<a href="#">New Life For Haiti</a>	IL	\$385,490	Executive Director	\$71,566	<b>\$69,721</b>	2025
<a href="#">Refugee Education And Adventure Challenge (Reach)</a>	IL	\$225,882	President	\$78,000	<b>\$78,000</b>	2024
<a href="#">Haven House</a>	IL	\$391,143	President	\$16,973	<b>\$16,973</b>	2024
<a href="#">The Mission House Inc</a>	IL	\$220,777	President/ Exec Director	\$10,800	<b>\$10,522</b>	2025
<a href="#">Towers Of Excellence</a>	IL	\$220,085	Executive Program Director	\$41,000	<b>\$41,000</b>	2024
<a href="#">Un Learning Space Nfp</a>	IL	\$219,968	Executive Dir.	\$97,108	<b>\$99,976</b>	2023
<a href="#">Children Of Pokot Educational Fund Inc</a>	IL	\$394,695	Executive Dir.	\$20,167	<b>\$20,763</b>	2023
<a href="#">Mikkis Daycare Home Inc Nfp</a>	IL	\$216,274	Director	\$34,560	<b>\$34,560</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 \$5,000–\$116,907; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$306,554); for reference, expenses \$258,002 and assets \$99,095.

**ROLE MATCH** Joan D Clay, reported title *"President & CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Joan D Clay) 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 (P20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,754 is reasonable (approximately the 64<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.