

# People Of The Sacred Land

Executive Director / CEO

This analysis benchmarks the total compensation of **Richard Williams, Executive Director / CEO** (\$84,200) against **every comparable organization** that fit the selection criteria — **272** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

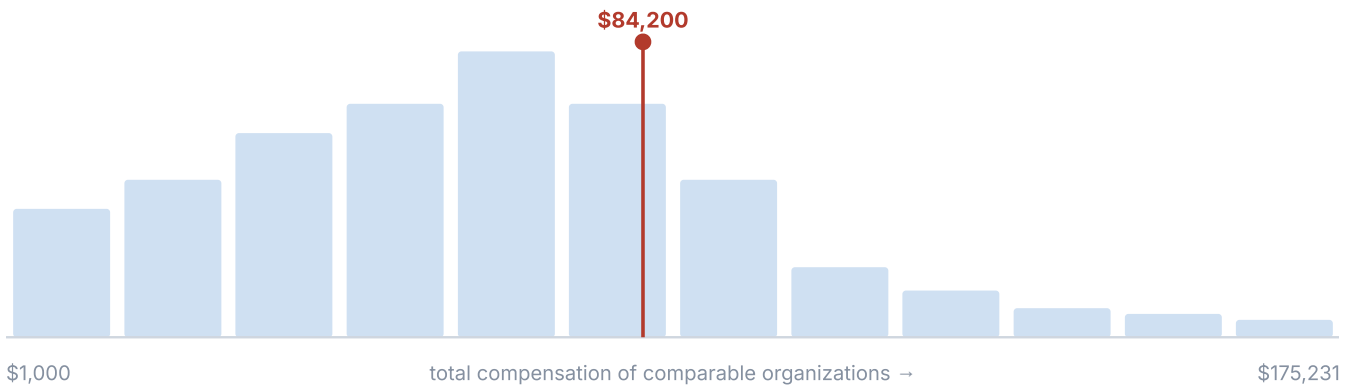
**SECTOR** Organizations sharing the subject's NTEE classification (S20).

**BUDGET** Total revenue between \$171,107 and \$383,077 — 0.67x to 1.50x the subject's \$255,385 (the band tightens as size grows).

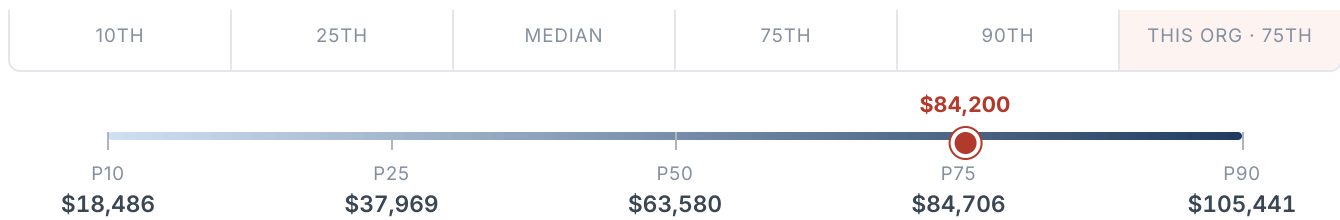
**GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**272** organizations qualified on sector, size, and geography → **272** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,486	\$37,969	\$63,580	\$84,706	\$105,441	\$84,200
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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 CO 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="#">Lifeline Community Development Corporation Of Merced County</a>	CA	\$255,931	Executive Director	\$4,500	<b>\$4,172</b>	2023
<a href="#">River Valley Community Outreach Center</a>	CA	\$256,621	President	\$121,180	<b>\$112,350</b>	2023
<a href="#">Greater Port Washington Business</a>	NY	\$254,031	Executive Dir.	\$61,700	<b>\$58,145</b>	2024
<a href="#">Mission Hill Main Streets Inc</a>	MA	\$257,548	Executive Director	\$78,746	<b>\$75,977</b>	2023
<a href="#">Project Success Of Eastern Bureau County Inc</a>	IL	\$253,217	Director	\$22,643	<b>\$23,901</b>	2023
<a href="#">Lubec Community Outreach Center Inc</a>	ME	\$252,397	Executive Di	\$64,213	<b>\$67,057</b>	2024
<a href="#">Eight Mile Boulevard Association Inc</a>	MI	\$258,416	Executive Director	\$60,375	<b>\$63,315</b>	2025
<a href="#">Centro Lancaster Ltd</a>	PA	\$258,455	President/ceo	\$10,251	<b>\$10,661</b>	2024
<a href="#">Sonoma County Black Forum</a>	CA	\$258,567	Co-sec/treasure	\$17,069	<b>\$15,371</b>	2024
<a href="#">Clarke Square Neighborhood Initiative In</a>	WI	\$251,547	Executive Director	\$90,000	<b>\$98,024</b>	2024
<a href="#">Hope Enterprise Inc</a>	KS	\$259,379	Executive Director	\$20,000	<b>\$22,533</b>	2024
<a href="#">Shawnee Bridges Out Of Poverty Inc</a>	OK	\$259,480	Executive Director	\$47,434	<b>\$56,080</b>	2023
<a href="#">One Economy Financial Development Corp</a>	IA	\$251,013	Executive Director	\$87,923	<b>\$100,399</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Select Cobb Inc</a>	GA	\$250,355	Executive Director	\$28,018	<b>\$29,380</b>	2024
<a href="#">The West Atlantic Redevelopment Coalition Inc</a>	FL	\$260,579	Board Chairman	\$8,000	<b>\$7,838</b>	2024
<a href="#">Univercity Family Community Development Corporation</a>	TN	\$250,000	Executive Director	\$30,000	<b>\$32,886</b>	2024
<a href="#">Pine Hill Indian Community Development Initiative</a>	SC	\$250,000	Board Member	\$23,756	<b>\$25,180</b>	2025
<a href="#">Northville Community Chamber Of Commerce</a>	MI	\$249,595	Executive Director	\$76,373	<b>\$80,091</b>	2025
<a href="#">Keep Durham Beautiful Inc</a>	NC	\$249,590	Executive Director	\$108,293	<b>\$120,141</b>	2023
<a href="#">Workwell</a>	CO	\$249,042	Board Member	\$106,525	<b>\$109,671</b>	2023
<a href="#">Broad Ripple Village Association</a>	IN	\$261,845	Executive Di	\$75,541	<b>\$83,079</b>	2024
<a href="#">Fiesta Nky Inc</a>	KY	\$248,893	President	\$75,000	<b>\$84,033</b>	2024
<a href="#">Bolin Community Inc</a>	CA	\$248,817	Secretary	\$21,868	<b>\$19,693</b>	2024
<a href="#">Greater Bethel Community Development Corporation</a>	NY	\$248,332	Executive Director	\$30,000	<b>\$28,271</b>	2024
<a href="#">Vine Neighborhood Association</a>	MI	\$262,730	Executive Di	\$67,919	<b>\$73,110</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	272 organizations. Compensation range \$1,000–\$175,231; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$255,385); for reference, expenses \$448,312 and assets \$281,219. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Richard Williams, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Richard 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 10, 2026, comparing compensation against 272 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$84,200 is reasonable (approximately the 75<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.