

Experience The Heart Of

Executive Director / CEO

This analysis benchmarks the total compensation of **Kristen Johnson, Executive Director / CEO** (\$42,250) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

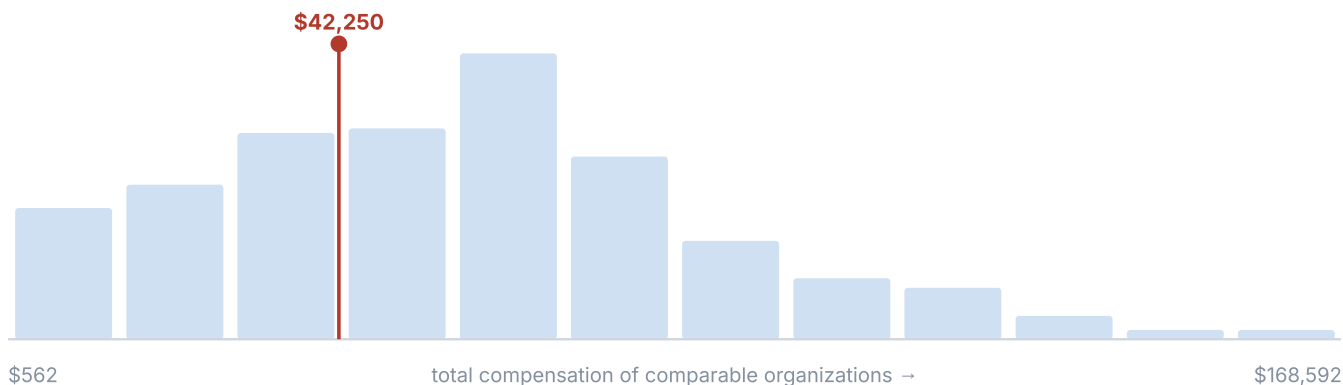
Benchmarked executive: Kristen Johnson — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$196,917 and \$440,859 — 0.67x to 1.50x the subject's \$293,906 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,998	\$32,942	\$57,385	\$74,969	\$102,206	\$42,250
----------	----------	----------	----------	-----------	----------



● 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 IN 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
Moravia Park Community Development Corporation	MD	\$294,013	President	\$24,440	\$21,667	2023
Foundation For Body Mind & Spirit	TX	\$292,958	President/ceo	\$35,219	\$32,449	2024
Tooley Comm Development Group Inc	FL	\$296,089	Chairman	\$70,000	\$62,357	2023
United Human Services Of Se Alaska	AK	\$296,107	Vice Preside	\$12,000	\$10,567	2024
Houghton Jones Neighborhood Task Force Inc	MI	\$296,350	Office Manager	\$23,247	\$22,101	2024
Shaker Heights Development Corporation	OH	\$290,507	Executive Director	\$89,719	\$87,525	2024
Downtown Brookings	SD	\$297,995	Executive Dir.	\$36,094	\$37,774	2023
One In A Million Inc	IL	\$289,444	President	\$36,656	\$34,173	2023
West Bank Business Association	MN	\$288,979	Executive Director	\$30,808	\$28,867	2023
Canoga Park Improvement Association	CA	\$299,192	Exc. Dir.	\$57,200	\$46,837	2023
District 2 Community Enhancement Corporation	LA	\$299,563	President	\$92,935	\$97,040	2023
Puede Network	TX	\$299,580	Executive Director	\$62,500	\$57,584	2024
Davis Tennon Foundation	WI	\$300,000	Director	\$75,000	\$72,144	2024
Main Street Gettysburg Inc	PA	\$287,455	President	\$80,822	\$74,236	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ken-rock Community Center Inc	IL	\$287,423	President & Ceo	\$64,820	\$60,429	2023
Connect Waukegan Nfp	IL	\$287,155	Executive Dir.	\$119,550	\$108,253	2024
Main Street Murfreesbororutherford	TN	\$300,829	Executive Dir.	\$70,750	\$68,497	2024
Wayne County Family Center	PA	\$301,055	Executive Director	\$51,094	\$48,317	2023
Partners For Livable Omaha	NE	\$286,715	Executive Director	\$69,383	\$68,734	2024
Mount Washington Community	PA	\$301,486	Executive Dir.	\$35,000	\$32,148	2024
Sgr Foundation	PA	\$301,908	Executive Director	\$15,000	\$13,778	2024
Westwood Unidos	CO	\$301,959	Executive Dir.	\$72,000	\$73,609	2021
North Capital Main Street	DC	\$285,374	Executive Director	\$48,182	\$40,094	2023
The Montague Street District Management	NY	\$284,926	Executive Direc	\$61,285	\$51,007	2024
Sheppard Military Affairs Committee	TX	\$284,060	President	\$90,000	\$80,784	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **304** organizations. Compensation range \$562–\$168,592; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$293,906); for reference, expenses \$110,254 and assets \$449,892. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kristen Johnson, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	34 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	36 th
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 (Kristen Johnson) 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 304 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,250 is reasonable (approximately the 34th 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.