

# Philadelphia Middle College Foundation

Executive Director / CEO

EIN 931465675

PA · NTEE B12

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anna Winter, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

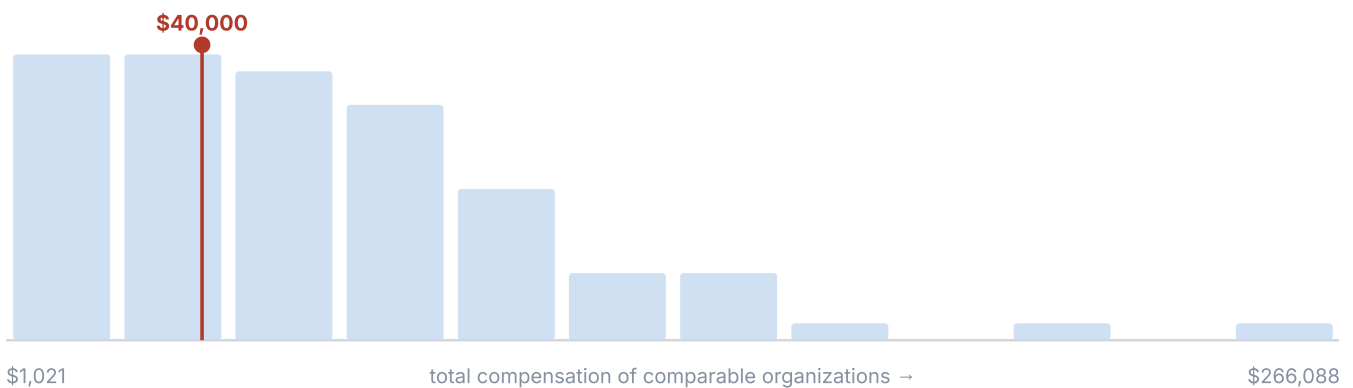
**Benchmarked executive:** Anna Winter — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B12).
- BUDGET** Total revenue between \$304,971 and \$682,773 — 0.67x to 1.50x the subject's \$455,182 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$19,464</b>	<b>\$29,867</b>	<b>\$54,390</b>	<b>\$87,490</b>	<b>\$122,675</b>	<b>\$40,000</b>
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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 PA 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="#">South Carolina First Steps To</a>	SC	\$454,600	Executive Di	\$75,960	<b>\$81,812</b>	2023
<a href="#">Three Oclock Project</a>	LA	\$455,968	Executive Di	\$85,000	<b>\$96,629</b>	2023
<a href="#">Our Grounds Inc</a>	FL	\$454,334	Executive Director And Occupational Therapist	\$83,077	<b>\$78,261</b>	2024
<a href="#">United World Schools Usa Inc</a>	NJ	\$457,065	Executive Director	\$150,000	<b>\$134,298</b>	2024
<a href="#">Friends Of Woodstock School Inc</a>	WA	\$459,722	Administrative Manager	\$58,667	<b>\$54,227</b>	2023
<a href="#">Wakiya Foundation Inc</a>	VA	\$450,050	President	\$27,500	<b>\$28,536</b>	2022
<a href="#">Developmental Educational Services</a>	PA	\$449,301	Executive Director	\$10,528	<b>\$10,528</b>	2024
<a href="#">Saint Sebastian Project Inc</a>	CA	\$447,196	Executive Director	\$27,000	<b>\$23,379</b>	2024
<a href="#">Vbr Research And Education</a>	VT	\$445,559	Ed Vt Talent Pipeline	\$41,981	<b>\$42,372</b>	2024
<a href="#">Quincy Catholic Elementary Schools</a>	IL	\$443,476	Executive Di	\$72,800	<b>\$71,769</b>	2024
<a href="#">Friends Of Israel Sci-tech Schools</a>	NY	\$472,876	Executive Di	\$69,659	<b>\$64,985</b>	2023
<a href="#">Colorado School Finance Project Inc</a>	CO	\$434,220	Executive Director	\$128,414	<b>\$120,292</b>	2025
<a href="#">Fillmore Community Auction</a>	MN	\$432,357	President	\$1,000	<b>\$1,021</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Partnership Plan For Stillwater</a>	MN	\$430,355	Executive Di	\$38,978	<b>\$38,621</b>	2024
<a href="#">Corporate Tax Foundation</a>	AZ	\$482,198	President	\$23,416	<b>\$22,582</b>	2024
<a href="#">Rising Act Films Inc</a>	GA	\$426,726	President	\$104,000	<b>\$104,860</b>	2024
<a href="#">Honored Foundation</a>	DC	\$424,358	Executive Director - Term End 10/2024	\$140,569	<b>\$123,696</b>	2024
<a href="#">Edina Give And Go</a>	MN	\$421,928	Executive Di	\$52,050	<b>\$50,244</b>	2025
<a href="#">District 51 Foundation</a>	CO	\$418,802	Executive Di	\$20,558	<b>\$20,351</b>	2023
<a href="#">Philadelphia Robotics Coalition Inc</a>	PA	\$418,401	Executive Director	\$80,000	<b>\$80,000</b>	2024
<a href="#">12tribe Films Foundation</a>	NY	\$418,314	Board Member	\$13,771	<b>\$12,478</b>	2024
<a href="#">Cuny School Of Labor And Urban Studies</a>	NY	\$412,275	Executive Director (To Dec '23)	\$38,553	<b>\$34,934</b>	2024
<a href="#">Helena Education Foundation</a>	MT	\$407,493	Executive Director	\$80,640	<b>\$89,741</b>	2023
<a href="#">Independent Schools Corporate Tax Fnd</a>	AZ	\$504,812	President	\$21,407	<b>\$20,645</b>	2024
<a href="#">Southeast Community Foundation</a>	CA	\$506,443	Ceo	\$92,500	<b>\$82,461</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	84 organizations. Compensation range \$1,021–\$266,088; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$455,182); for reference, expenses \$340,777 and assets \$114,405.
ROLE MATCH	Anna Winter, reported title "DIRECTOR", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	19 <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 (Anna Winter) 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 84 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 36<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 9, 2026.