

Join Prometheus Partners Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Smiley, Executive Director / CEO** (\$88,260) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

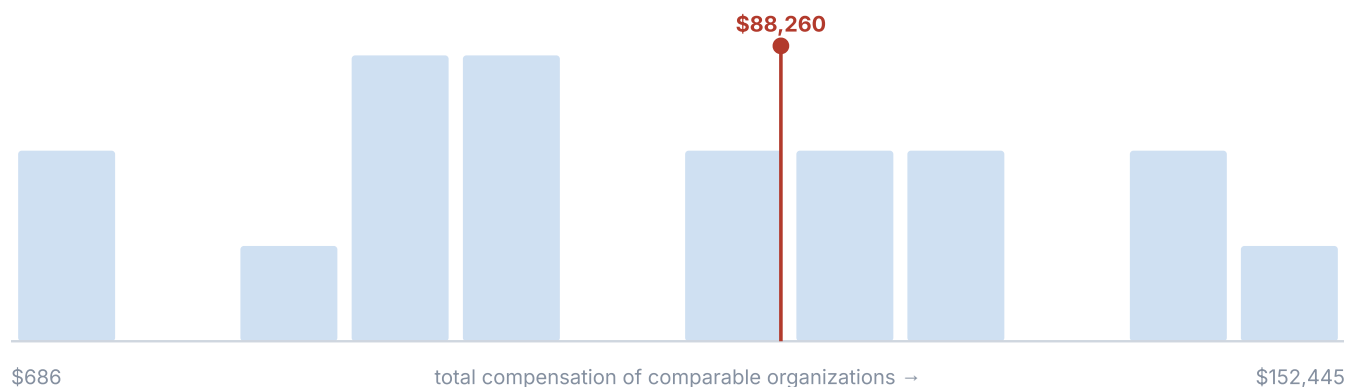
Benchmarked executive: Margaret Smiley — reported title "DIRECTOR AND EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

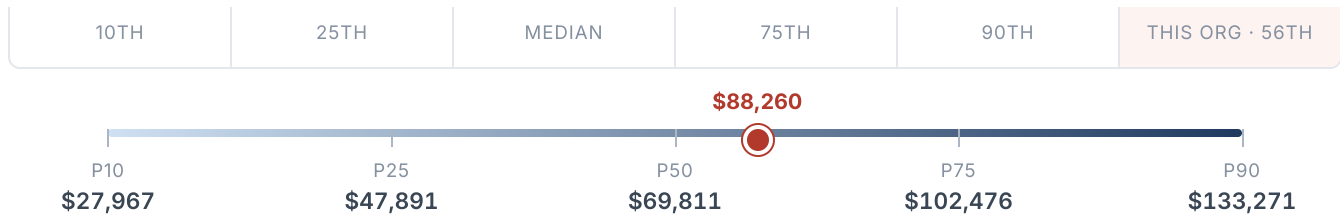
SECTOR	Organizations sharing the subject's NTEE classification (S02).
BUDGET	Total revenue between \$177,176 and \$396,663 — 0.67x to 1.50x the subject's \$264,442 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S02), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,967	\$47,891	\$69,811	\$102,476	\$133,271	\$88,260
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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 NY 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
Svp Austin Inc	TX	\$263,643	Executive Director	\$118,938	\$131,664	2024
First Tech Fund Inc	NY	\$268,303	President	\$90,625	\$88,289	2025
Medical Staff Of Emanate Health	CA	\$278,175	Chief Of Staff	\$60,000	\$57,336	2024
Downtown West Orange Alliance Inc	NJ	\$281,093	Executive Director	\$61,128	\$60,398	2024
National Center For Resource Development	WV	\$246,366	President	\$90,040	\$107,888	2024
Philadelphia Shipyard Development Corporation	PA	\$298,040	Exec Dir	\$138,136	\$152,445	2024
The Gnar Education Foundation	TN	\$313,326	Chief Executive Officer	\$40,725	\$47,373	2024
Karat School Project	CA	\$313,871	President	\$95,131	\$90,907	2024
Community Synergy Inc	NY	\$211,800	President	\$40,878	\$42,085	2023
Global Initiatives	MO	\$332,260	—	\$76,160	\$91,905	2023
Mom Your Business	PA	\$335,238	Board President	\$43,519	\$49,445	2023
Colorado Institute For Public Life	CO	\$193,450	Executive Director	\$129,125	\$137,020	2024
Center For Community Resources	MN	\$338,049	Executive Director	\$71,000	\$77,638	2024
Tie-boston Foundation Inc	MA	\$183,328	Executive Di	\$6,000	\$5,967	2024
Central Area Collaborative	WA	\$348,132	Executive Director	\$103,916	\$106,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
El Centro Inc	LA	\$354,818	Executive Director	\$49,406	\$61,983	2023
Leadership Tyler Inc	TX	\$371,965	Executive Director	\$636	\$686	2025
The Urban Development Center Inc	FL	\$375,245	President	\$35,970	\$37,395	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	18 organizations. Compensation range \$686–\$152,445; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$264,442); for reference, expenses \$236,432 and assets \$28,010.
ROLE MATCH	Margaret Smiley, reported title " <i>DIRECTOR AND EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	56 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	56 th

All sources (D + E + F), adjusted

44th

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 (Margaret Smiley) 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 18 similarly situated organizations (Same NTEE sector (S02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,260 is reasonable (approximately the 56th 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.