

Murfreesboro Rescue Mission Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Edward Grimes, Executive Director / CEO** (\$46,800) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

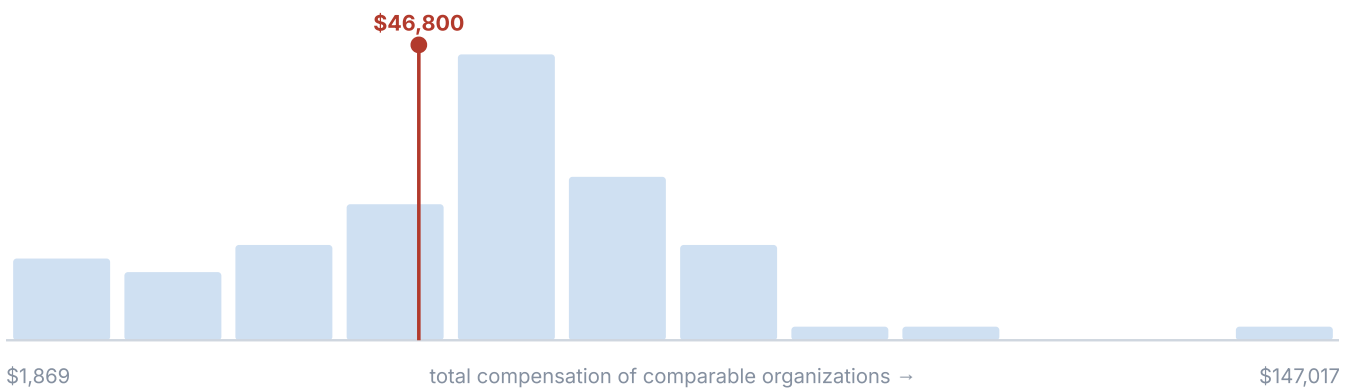
within the typical range

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$181,958 and \$407,370 — 0.67x to 1.50x the subject's \$271,580 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,130 10TH	\$38,385 25TH	\$54,986 MEDIAN	\$67,873 75TH	\$77,556 90TH	\$46,800 THIS ORG · 31ST
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■ **Comparable organizations**

P16
\$17,130

P25
\$38,385

P50
\$54,986

P75
\$67,873

P90
\$77,556

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 TN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Audrain County Shelter Resource Coalition	MO	\$270,203	\$54,571	990
Metro Womens Center	MN	\$273,758	\$53,874	990
Covenant International Foundation	NY	\$266,283	\$33,020	990
Gateway House Inc	DE	\$277,511	\$70,479	990
Helping Hands-interfaith Coalition For	NY	\$278,522	\$58,886	990
The Haven Of Manitowoc County Inc	WI	\$278,915	\$61,849	990
Community Homeless Outreach	TN	\$280,112	\$55,584	990
Geauga Faith Rescue Mission Inc	OH	\$261,428	\$55,671	990
Dupage Housing Solutions Inc	IL	\$282,438	\$6,977	990
Family Promise Of Bradley County	TN	\$282,567	\$52,525	990
Family Promise Of Grayson County	TX	\$260,437	\$54,986	990
Washtenaw Housing Alliance	MI	\$284,243	\$104,502	990
Collective Chicago	IL	\$257,496	\$61,513	990
The Winter Sanctuary Inc	OH	\$286,321	\$41,894	990
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	\$57,852	990
Hope House Of Mcalester Inc	OK	\$256,012	\$34,876	990
Bethany House Inc	NY	\$287,235	\$49,603	990
Samaritan Homeless Interim Program Inc	NJ	\$288,831	\$68,927	990
Tims Clube	IA	\$252,434	\$6,216	990
Northwoods Alliance For Temporary	WI	\$291,100	\$68,456	990
The Bridge Emergency Shelter	CO	\$292,868	\$29,172	990
Brothers Keeper Inc	IN	\$249,691	\$48,666	990
North Alabama Coalition For The Homeless	AL	\$293,797	\$61,175	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Gloucester United Emergency Shelter Team	VA	\$293,805	\$7,270	990
Visitation House Ministriesinc	TX	\$247,127	\$85,838	990

■ 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 TN 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 71 organizations. Compensation range \$1,869–\$147,017; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$271,580); for reference, expenses \$198,226 and assets \$845,722.

ROLE MATCH Edward Grimes, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	31st
Total compensation (D + F), as reported (no adjustments)	30th
Reportable pay only (column D), adjusted	32nd
All sources (D + E + F), adjusted	28th

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 (Edward Grimes) 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 71 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,800 is reasonable (approximately the 31st 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). 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.