

# North River Care Inc

Executive Director / CEO

EIN 010713126

FL · NTEE P30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Teri Giles, Executive Director / CEO** (\$60,082) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

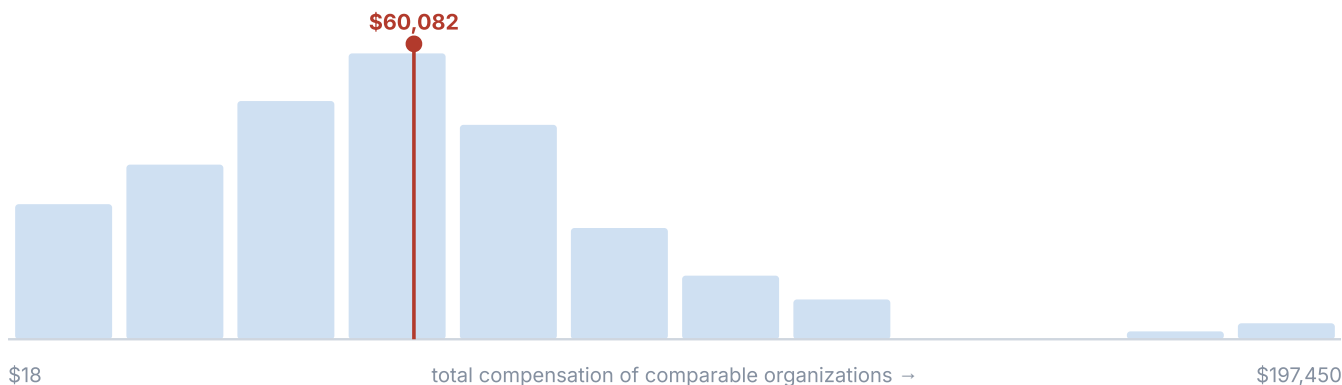
**Benchmarked executive:** Teri Giles — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$163,888 and \$366,915 — 0.67x to 1.50x the subject's \$244,610 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

**162** organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,859	\$34,379	\$56,560	\$75,902	\$98,360	\$60,082
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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 FL 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="#">Casa Of The 16th Jdc</a>	LA	\$243,654	Executive Direc	\$46,308	<b>\$51,363</b>	2025
<a href="#">House Of Blessing</a>	TX	\$243,008	President	\$55,014	<b>\$56,899</b>	2024
<a href="#">Children's Home Society Of America</a>	IL	\$242,887	Managing Dir	\$118,446	<b>\$117,295</b>	2025
<a href="#">Heart To Heart Cac Harveymarionmcperson Cac Inc</a>	KS	\$242,567	Executive Director	\$68,131	<b>\$76,102</b>	2024
<a href="#">Early Matters Inc</a>	TX	\$247,048	Directorpresident	\$80,000	<b>\$82,741</b>	2024
<a href="#">Gentlemen By Choice Community Development Corporation</a>	NV	\$241,875	Executive Director	\$64,853	<b>\$67,213</b>	2024
<a href="#">Loveland Boxing Gym</a>	CO	\$247,524	President	\$67,067	<b>\$68,456</b>	2023
<a href="#">Computers For Kids Inc</a>	CA	\$241,383	Ceo	\$4,875	<b>\$4,481</b>	2023
<a href="#">Enlighten Communications Inc</a>	CO	\$248,085	President	\$64,800	<b>\$64,245</b>	2024
<a href="#">This Child Here Inc</a>	FL	\$240,803	Executive Director	\$36,000	<b>\$34,967</b>	2024
<a href="#">Florida Guardian Ad Litem Foundation Inc</a>	FL	\$240,198	Ceo	\$79,050	<b>\$79,050</b>	2023
<a href="#">Child Advocacy Centers Of Wisconsin</a>	WI	\$239,529	Executive Director	\$82,688	<b>\$89,288</b>	2024
<a href="#">Marthas Vineyard Youth Task Force Inc</a>	MA	\$238,323	President	\$18,545	<b>\$16,787</b>	2025
<a href="#">Casa Of Polk County Inc</a>	OR	\$251,256	Executive Director	\$59,463	<b>\$57,095</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Child Advocacy Center Of Grant Co</a>	IN	\$237,701	Executive Di	\$66,082	<b>\$74,181</b>	2023
<a href="#">Westlawn Youth Network</a>	IL	\$251,654	Exec Dir	\$27,400	<b>\$27,852</b>	2024
<a href="#">Boys &amp; Girls Club Of Central Sw Iowa</a>	IA	\$236,854	Administrator	\$48,700	<b>\$55,134</b>	2024
<a href="#">Reinspire</a>	TX	\$235,882	Executive Di	\$39,164	<b>\$40,506</b>	2024
<a href="#">Casa Of St Croix County Inc</a>	WI	\$235,690	Executive Di	\$67,803	<b>\$73,215</b>	2024
<a href="#">Bridges Child Placement Agency</a>	CO	\$254,004	Director	\$82,402	<b>\$79,590</b>	2025
<a href="#">Tlc Foundation Inc</a>	CT	\$256,279	Executive Di	\$14,891	<b>\$14,436</b>	2024
<a href="#">Blue Door Ministries Inc</a>	AR	\$256,299	President	\$51,050	<b>\$59,330</b>	2024
<a href="#">Connecticut Family Support Network</a>	CT	\$256,680	Executive Di	\$60,008	<b>\$56,674</b>	2025
<a href="#">Child Welfare Citizens Board Of Ok</a>	OK	\$257,089	Executive Director	\$62,000	<b>\$70,587</b>	2024
<a href="#">Jacob's Bridge To Learning Inc</a>	OK	\$258,264	Founder / Director	\$21,000	<b>\$23,909</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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** 162 organizations. Compensation range \$18–\$197,450; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$244,610); for reference, expenses \$246,929 and assets \$534,183.

ROLE MATCH	Teri Giles, reported title <i>"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.
OUTLIERS	3 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Teri Giles) 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 162 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,082 is reasonable (approximately the 56<sup>th</sup> 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.