

Nami Lake County Oh

Executive Director / CEO

EIN 010917297

OH · NTEE F30

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Matthew Selker, Executive Director / CEO** (\$47,500) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Matthew Selker — 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 (F30).

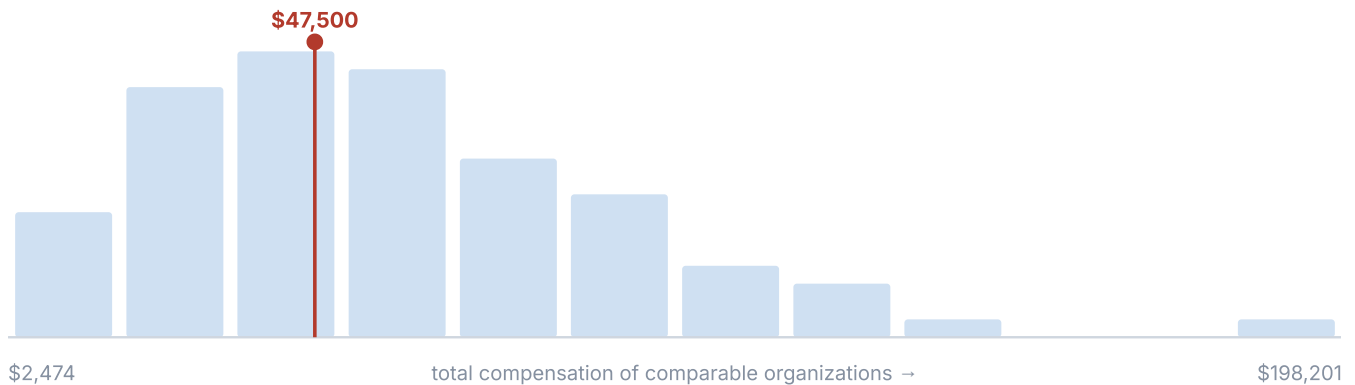
BUDGET Total revenue between \$243,694 and \$545,584 — 0.67x to 1.50x the subject's \$363,723 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,065	\$32,470	\$57,158	\$76,301	\$109,816	\$47,500
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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 OH 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
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$75,658	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$13,488	2025
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$67,508	2024
R & B Counseling_Corp Nfp	IL	\$369,875	Chair	\$50,750	\$47,107	2023
Partners In-kind	MO	\$371,154	Co-exe Director	\$128,779	\$125,084	2024
Steps With Horses	TX	\$375,071	Executive Director	\$103,067	\$94,548	2024
Rise Homes	NV	\$350,474	President	\$9,025	\$8,541	2023
Inner Journey Healing Arts Center	OR	\$348,937	Secretary Treasurer	\$58,075	\$48,184	2025
The Transition House Of Indiana Inc	FL	\$346,921	Ceo	\$3,773	\$3,251	2024
Mental Health Association Of	VA	\$382,845	Executive Di	\$109,972	\$97,376	2024
911 At Ease International Inc	CA	\$387,928	Secretary	\$75,000	\$59,391	2024
Crossing Bridges Therapeutic Riding Center Inc	OR	\$334,561	Executive Director	\$42,000	\$35,769	2024
The Equus Effect Inc	CT	\$393,223	Executive Director/board M	\$31,665	\$27,228	2024
Ben's Ranch Foundation Inc	IN	\$333,848	Chairman/exe Director	\$60,000	\$58,026	2024
The Barbara Stone Foundation	SC	\$397,466	Executive Director	\$81,000	\$75,497	2025
Everybody Loves Kenny Inc	NJ	\$327,235	Vice President	\$49,800	\$40,776	2024
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$92,463	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grace Christian Counseling Center	MS	\$405,957	Executive Director	\$58,325	\$61,331	2023
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$27,797	2024
Care Counselors Incorporated	CA	\$407,349	Director, President	\$94,948	\$77,409	2023
Soul Friends Inc	CT	\$320,064	Ceo	\$5,710	\$4,910	2024
Lifechanges Family Guidance&wellnes	NC	\$319,681	President	\$39,212	\$37,156	2024
Cbhs Inc	NY	\$316,239	Chief Administrative Officer	\$12,436	\$10,305	2024
Clearhope Counseling Center	TX	\$312,998	Executive Director	\$123,602	\$113,386	2024
Carter Issac Enterprises Inc	IN	\$418,210	Board Member	\$61,461	\$59,439	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	79 organizations. Compensation range \$2,474–\$198,201; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$363,723); for reference, expenses \$319,894 and assets \$193,413.
ROLE MATCH	Matthew Selker, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	44 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	41 st

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 (Matthew Selker) 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 10, 2026, comparing compensation against 79 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,500 is reasonable (approximately the 44th 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 10, 2026.