

Island Connections

Executive Director / CEO

EIN 043386167
 ME · NTEE P80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Carissa Tinker, Executive Director / CEO** (\$63,622) against **every comparable organization** that fit the selection criteria — **273** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Carissa Tinker — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

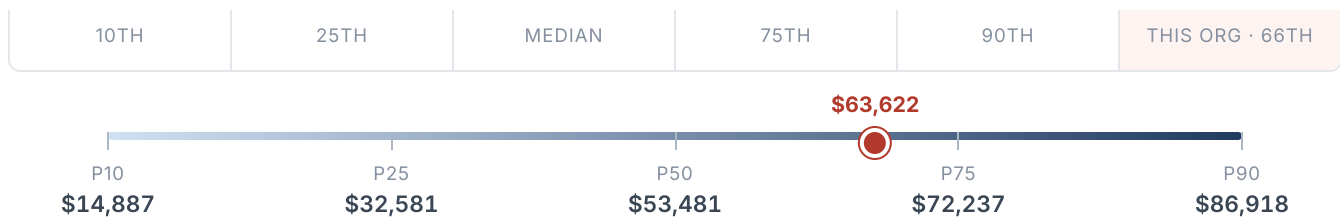
SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$202,841 and \$454,123 — 0.67x to 1.50x the subject's \$302,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

273 organizations qualified on sector, size, and geography → **273** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,887	\$32,581	\$53,481	\$72,237	\$86,918	\$63,622
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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 ME 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
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$75,522	2024
Mercy And Truth Christian Ministries Inc	NC	\$304,428	President	\$90,789	\$93,683	2024
Erins Hope For Friends Inc	GA	\$300,546	Executive Dir.	\$70,785	\$71,078	2024
Pines Of Peace Inc	NY	\$306,024	Executive Dir.	\$57,859	\$52,213	2024
Lutheran Housing Services 9 Inc	OH	\$307,104	President/ce	\$54,426	\$57,568	2024
Association Of Community Services Of Howard County	MD	\$298,064	Executive Director	\$75,500	\$72,573	2023
Growing Veterans	WA	\$307,655	Executive Director	\$60,769	\$55,939	2023
Abled	CA	\$308,176	Executive Director	\$9,000	\$7,761	2024
Innovative Partnerships Nfp	IL	\$297,027	Ceo/cfo	\$17,001	\$17,184	2023
A New Beginning For You Inc	AL	\$296,564	President	\$72,800	\$80,863	2023
Guardian Advocates Inc	IN	\$309,153	Ceo	\$13,012	\$13,704	2024
The Connecticut Community	CT	\$295,126	Executive Di	\$56,950	\$51,951	2025
Wa-id Volunteer Center Inc	ID	\$310,552	Executive Director	\$79,435	\$84,389	2024
Volunteer Interfaith Caregivers Sw	TX	\$311,191	Executive Director	\$77,800	\$77,720	2024
Cambridge Neighbors Inc	MA	\$294,299	Executive Director	\$80,000	\$71,793	2024
Georgetown Village Inc	DC	\$293,297	Executive Di	\$98,627	\$88,985	2023
Good News For Life Inc	FL	\$293,009	President Ce	\$72,000	\$67,548	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dress For Success Lackawanna	PA	\$312,631	Executive Director	\$56,648	\$56,416	2024
Humanitarian Services For Children Of Vietnam	MN	\$313,243	Executive Director	\$34,500	\$35,050	2023
Umpqua Valley Disabilities Network	OR	\$313,570	Executive Di	\$79,912	\$74,111	2024
Coordinated Care Alliance	IL	\$314,064	Executive Director	\$61,096	\$59,984	2024
Self Advocates Of Indiana Inc	IN	\$290,959	President	\$1,835	\$1,933	2024
Circle Haven Inc	NJ	\$290,832	Executive Dir.	\$97,500	\$86,935	2024
Rideability Therapeutic Riding Center Inc	SC	\$314,689	Executive Director	\$26,829	\$28,777	2023
Caring Voices	CO	\$289,998	Program Coornator/ Direct Care Staff	\$21,888	\$20,960	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 273 organizations. Compensation range \$606–\$378,453; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$302,749); for reference, expenses \$227,776 and assets \$779,045.

ROLE MATCH Carissa Tinker, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	66 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	59 th

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 (Carissa Tinker) 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 273 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,622 is reasonable (approximately the 66th 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.