

Neighbors Who Care Inc

Executive Director / CEO

EIN 134244456
 MA · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Martha Ryan, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

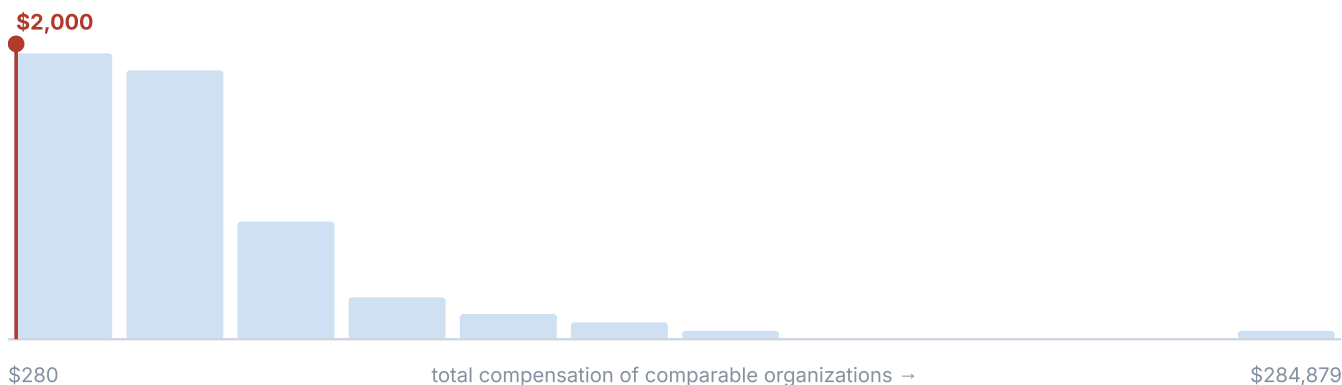
Benchmarked executive: Martha Ryan — reported title “SECRETARY & EXECUTIVE DIRE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$39,471 and \$88,369 — 0.67x to 1.50x the subject's \$58,913 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,657	\$9,804	\$29,695	\$53,235	\$77,852	\$2,000
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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 MA 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
Orlando Police Foundation Inc	FL	\$59,146	Executive Director	\$26,073	\$26,475	2024
The Bridge Of Central Massachusetts	MA	\$59,173	President & Ceo	\$29,151	\$29,151	2023
Dark Horse Futures Foundation	NC	\$59,210	Incorporator	\$3,000	\$3,351	2024
Neighbor 2 Neighbor	TN	\$59,224	Executive Di	\$70,521	\$78,058	2025
Rainbow Wellness Collective Inc	MN	\$59,260	Executive Dir.	\$25,962	\$27,728	2024
The Carolinas Foundation For Hospice And	NC	\$58,047	Executive Director	\$27,901	\$32,082	2023
The Abbey Inc	CO	\$57,930	Secr/exec Dir	\$25,200	\$25,445	2025
Htedc Arts And Education Association	AZ	\$57,667	Chief Executive Officer	\$400	\$428	2023
Indian American Impact Project	DC	\$60,623	Former Executive Director	\$29,829	\$28,293	2024
Successful Living Center	AL	\$60,911	Executive Director/ceo	\$20,400	\$23,822	2024
Loaves & Fishes Warming Center	NY	\$56,416	Vice President / Director Of Operations	\$30,417	\$30,587	2023
New Each Morning	OR	\$56,206	Executive Di	\$8,800	\$8,834	2024
Highlawn Community Alliance Inc	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	\$45,254	2024
Rising Above Bakery Inc	NJ	\$55,927	President	\$67,750	\$65,383	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lights 4 Hope Inc	FL	\$62,011	President, Treasurer, Director	\$4,937	\$5,161	2023
Pandemic Patients	SC	\$62,724	President	\$26,000	\$29,318	2024
Nigerian Center Inc	DC	\$63,152	Executive Director	\$4,750	\$4,639	2023
Npx Charitable Inc	CA	\$63,502	President	\$10,000	\$9,609	2023
Kelly Apartments Inc	MN	\$53,979	Chief Executive Officer	\$8,191	\$9,007	2023
Conversations To Remember	NJ	\$53,528	Executive Director	\$60,000	\$57,904	2024
Northeast Minneapolis Lions Community	MN	\$64,518	Gambling Manager	\$42,813	\$45,727	2024
United Way Of North Central Arkansas	AR	\$64,594	Executive Director	\$36,540	\$44,396	2024
Spiritual United Nations	IL	\$64,644	President	\$9,360	\$9,946	2024
Vida Spiritual Learning Center Inc	CA	\$64,776	Spiritual Director	\$44,808	\$41,821	2024
Wellness Works Inc	AK	\$65,228	President	\$7,364	\$7,610	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 92 organizations. Compensation range \$280–\$284,879; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$58,913); for reference, expenses \$50,319 and assets \$33,147.

ROLE MATCH	Martha Ryan, reported title " <i>SECRETARY & EXECUTIVE DIRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	3 rd

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 (Martha Ryan) 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 92 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 4th 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.