PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Reliable Payee Services Inc

Executive Director / CEO

EIN **200063447**
PA · NTEE P50
FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Dannielle Spivak, Executive Director / CEO** ($69,600) 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 48th percentile of comparable organizations

within the typical range

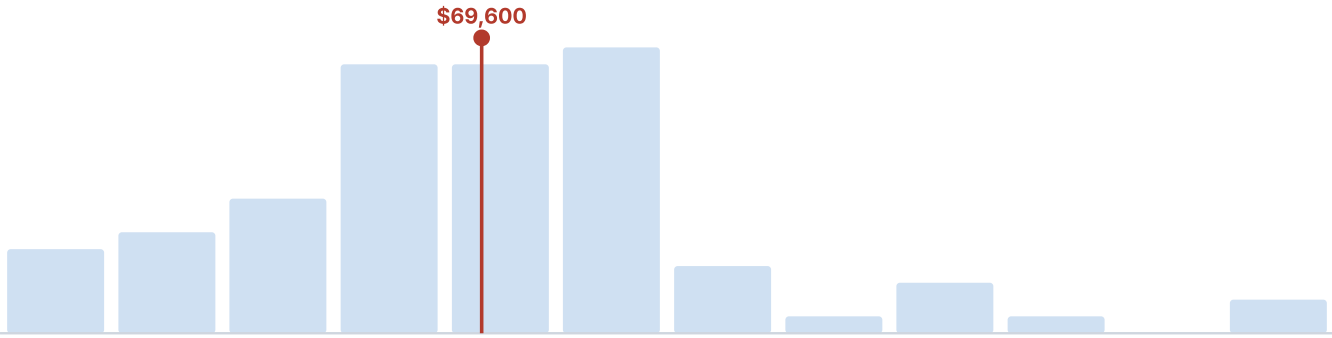
> **Benchmarked executive:** Dannielle Spivak — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between $330,015 and $738,841 — 0.67× to 1.50× the subject's $492,561 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



$927 — total compensation of comparable organizations → — $191,136

$21,510	$48,956	$70,244	$87,960	$102,663	$69,600

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 48TH

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 PA 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
Responsible Party Services Inc	PA	$496,046	Secretary/treasurer	$134,423	**$137,980**	2024
Victory Transformation Inc	NY	$497,444	Member	$51,450	**$49,267**	2023
Community Spring Inc	FL	$497,960	Executive Director	$68,500	**$64,529**	2025
Radical Reversal	NJ	$486,175	Executive Director	$22,125	**$20,333**	2024
Supportive Community Services Inc	WI	$499,929	Executive Dir.	$70,462	**$77,982**	2023
Senior Resource Services	CO	$503,870	Executive Di	$77,650	**$76,638**	2024
Emages Inc	IL	$481,167	Board Member	$60,000	**$60,716**	2024
The Center For Disability	OH	$504,123	Executive Di	$80,000	**$89,791**	2023
The Three Doors	VA	$462,551	President	$86,672	**$86,138**	2024
Heartbeat Of Lima Inc	OH	$460,690	Director	$44,620	**$48,645**	2024
Lasos Inc	MD	$527,404	Executive Dir.	$62,540	**$58,631**	2025
New Jersey Together Inc	NJ	$456,325	Executive Director	$108,989	**$100,162**	2024
Plumline Inc	TN	$449,782	President	$176,660	**$191,136**	2024
Women In Leadership New Mexico Inc	NM	$535,553	Executive Di	$79,730	**$88,268**	2024
Space Between	WA	$445,081	Co-director	$95,234	**$85,500**	2025
Iva's Place Inc	TN	$443,936	Executive Di	$42,000	**$44,270**	2025
Guided By Humanity	CO	$443,274	Executive Director	$75,000	**$74,023**	2024
Odessa Links Inc	TX	$441,803	Executive Dir.	$57,000	**$60,422**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Conexion Latina Newport	RI	$545,189	Executive Director	$82,766	**$84,101**	2023
Ethiopian Community Services And Development Council Inc	DC	$436,672	Program Director And Teacher	$57,600	**$52,027**	2024
Eastern Oklahoma Donated Dental	OK	$552,320	Chief Operat	$83,833	**$95,017**	2024
Fox Chapel Killer Whales Inc	PA	$553,526	Head Coach Former	$55,057	**$55,057**	2025
Shift Garage	SD	$556,335	President	$82,760	**$94,014**	2024
New Life Mission	ME	$558,746	President	$33,400	**$34,425**	2024
Seeds Of Hope Ministries Inc	NJ	$560,120	President	$76,650	**$72,522**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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 $927–$191,136; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($492,561); for reference, expenses $419,133 and assets $888,317.
ROLE MATCH	Dannielle Spivak, reported title *"Executive Director"*, 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	2 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	**48th**
Total compensation (D + F), as reported (no adjustments)	**51st**
Reportable pay only (column D), adjusted	**48th**
All sources (D + E + F), adjusted	**44th**

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 (Dannielle Spivak) 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 79 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $69,600 is reasonable (approximately the 48th 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.