

People For People Foundation Of Gloucester County

Executive Director / CEO

EIN 200354589

NJ · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bernadette Blackstock, Executive Director / CEO** (\$41,167) against **every comparable organization** that fit the selection criteria — **918** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

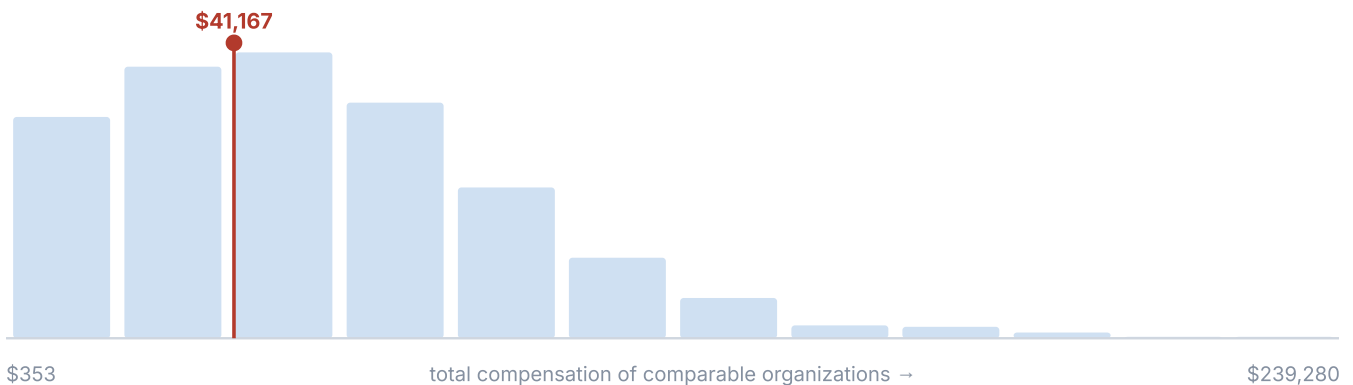
Benchmarked executive: Bernadette Blackstock — reported title “CHIEF EXECUTIVE OFFICER PRE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$167,524 and \$375,055 — 0.67x to 1.50x the subject's \$250,037 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

918 organizations qualified on sector, size, and geography → **918** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,239 10TH	\$27,881 25TH	\$51,297 MEDIAN	\$77,266 75TH	\$103,837 90TH	\$41,167 THIS ORG · 38TH
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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 NJ 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
Community Help Network Inc	IN	\$249,940	Executive Dir.	\$15,000	\$18,240	2023
Passage To Real Life	CA	\$249,913	President & Ceo	\$33,583	\$33,439	2023
Smith County Help Center Inc	TN	\$250,177	Director	\$38,355	\$45,155	2024
Bellingham Seafest	WA	\$250,180	Executive Director	\$72,600	\$72,801	2024
Contagious Disciple Making	OR	\$250,230	Ceo	\$82,087	\$85,380	2024
Her Academy	OH	\$249,626	Executive Di	\$207,044	\$239,280	2025
Adventures In Truth Ministries	OH	\$249,483	President	\$48,801	\$59,601	2023
Juvenile Justice Coalition	OH	\$249,390	Executive Di	\$85,834	\$104,830	2023
Beauty Amidst The Ashes Inc	IA	\$249,267	Officer	\$47,554	\$58,318	2024
International Building Performance Simulation Asso	SD	\$249,005	Executive Director	\$79,800	\$101,554	2023
Way To The Kingdom	MI	\$251,260	Executive Director	\$93,990	\$108,657	2024
Heart Heroes Inc	NE	\$251,310	Executive Director	\$66,388	\$82,336	2023
Abpa Foundation Inc	IL	\$248,630	President	\$102,092	\$109,517	2025
Keiki To Kupuna Foundation	HI	\$248,569	President	\$67,500	\$69,686	2023
Westlanco Love Inc	PA	\$251,542	Executive Director	\$65,040	\$72,645	2024
Gracies Giving Hands	CA	\$248,343	Director Of Operations	\$368	\$356	2024
Cognitive Connection Corporation	NC	\$248,242	Secretarytreasurer	\$1,500	\$1,736	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Serve Reedley Inc	CA	\$248,211	Program Director	\$51,787	\$51,565	2023
Narrow Door	CA	\$248,104	President, Director	\$65,658	\$63,500	2024
Antidote	OR	\$252,026	Executive Director	\$88,000	\$91,530	2024
Montana Conservation Fund	MT	\$252,194	Executive Director	\$110,000	\$132,805	2024
Servantee Inc	GA	\$252,198	Executive Di	\$72,596	\$81,755	2024
The Oasis Center	TX	\$252,559	Director	\$24,115	\$27,018	2024
Western Slope Native American Resource Center	CO	\$252,717	Executive Director	\$87,969	\$94,476	2024
Bloom Here Inc	CA	\$252,741	Officer, Ceo	\$82,088	\$79,391	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	918 organizations. Compensation range \$353–\$239,280; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$250,037); for reference, expenses \$245,993 and assets \$17,283.
ROLE MATCH	Bernadette Blackstock, reported title " <i>CHIEF EXECUTIVE OFFICER PRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	38 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	36 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 (Bernadette Blackstock) 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 918 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,167 is reasonable (approximately the 38th 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.