

Ultimate Escape

Executive Director / CEO

EIN 202610383
 TN · NTEE P46
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Steve Holladay, Executive Director / CEO** (\$103,110) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 89th percentile of comparable organizations within the typical range

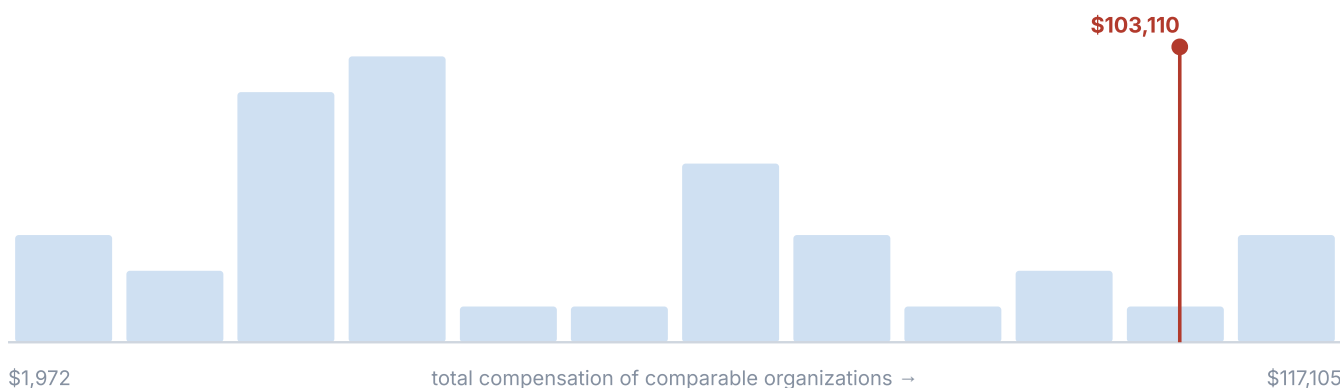
Benchmarked executive: Steve Holladay — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P46).
- BUDGET** Total revenue between \$125,867 and \$281,793 — 0.67x to 1.50x the subject's \$187,862 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,735	\$27,497	\$36,638	\$77,915	\$99,322	\$103,110
----------	----------	----------	----------	----------	------------------



● 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 TN 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
The Apollos Project Inc	RI	\$189,280	Director	\$11,000	\$9,746	2024
Seeds Wilderness Therapy	CO	\$191,070	Executive Director	\$35,560	\$32,439	2023
Whatever It Takes Ministries Inc	FL	\$191,117	President	\$71,448	\$63,854	2023
Shalom Place	PA	\$194,120	President	\$100,605	\$95,446	2023
Cavetime Inc	OK	\$173,078	Executive Director	\$100,362	\$105,136	2023
World Grace Project	IA	\$172,620	Community Outreach	\$55,700	\$58,021	2023
Journey For Life	NC	\$203,981	President	\$122,650	\$117,105	2024
Marriage Adventure Inc	GA	\$210,041	President	\$42,500	\$39,488	2024
Delaware Multicultural And Civic Organiz	DE	\$210,427	President	\$27,347	\$24,743	2024
Scope Ministries Inc	TX	\$161,675	President	\$38,500	\$36,638	2023
Daemion Counseling Center Inc	PA	\$217,687	Executive Director	\$24,728	\$23,460	2023
Bliss & Wisdom Culture And Education	CA	\$218,140	Cfo	\$2,400	\$1,972	2023
Foundations For Families Inc	OH	\$156,173	Executive Di	\$28,095	\$27,497	2024
Camino Y Esperanza	IL	\$155,916	Ceo	\$102,700	\$93,299	2024
Joshua Holmes Ministries	TX	\$220,000	Secretary	\$28,000	\$25,882	2024
Heart In Balance	CA	\$228,400	Executive Dir.	\$25,190	\$20,099	2024
Eagle Family Ministries Inc	AR	\$230,634	President	\$32,500	\$34,754	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Grief Support Service	AL	\$230,846	Executive Director - Part Year	\$45,536	\$45,459	2024
Empowered And Dedicated To Edify The	MA	\$231,724	Ceo And Exec Director	\$100,000	\$83,037	2024
Worldwide Marriage Encounter Usa	CA	\$239,704	Office Manager	\$74,845	\$59,721	2024
Illinois Mental Health Counselors Assoc	IL	\$240,710	Executive Director	\$35,100	\$31,065	2025
Restoration Ministriesinc	IL	\$127,239	President	\$72,164	\$65,558	2024
Leadercare Inc	CO	\$127,188	President	\$41,000	\$36,329	2024
Mobilepreacherorg Inc	FL	\$249,166	President & Ceo	\$90,600	\$78,648	2024
Dovehouse Ministries	TN	\$251,533	Founding Dir	\$62,956	\$62,956	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 37 organizations. Compensation range \$1,972–\$117,105; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$187,862); for reference, expenses \$148,431 and assets \$181,960.

ROLE MATCH Steve Holladay, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO.
Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	89 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	89 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 (Steve Holladay) 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 37 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,110 is reasonable (approximately the 89th 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.