

Maranatha Carlisle

Executive Director / CEO

EIN 205164840

PA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Landis, Executive Director / CEO** (\$51,783) 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 **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Landis — reported title "PRESIDENT/CE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

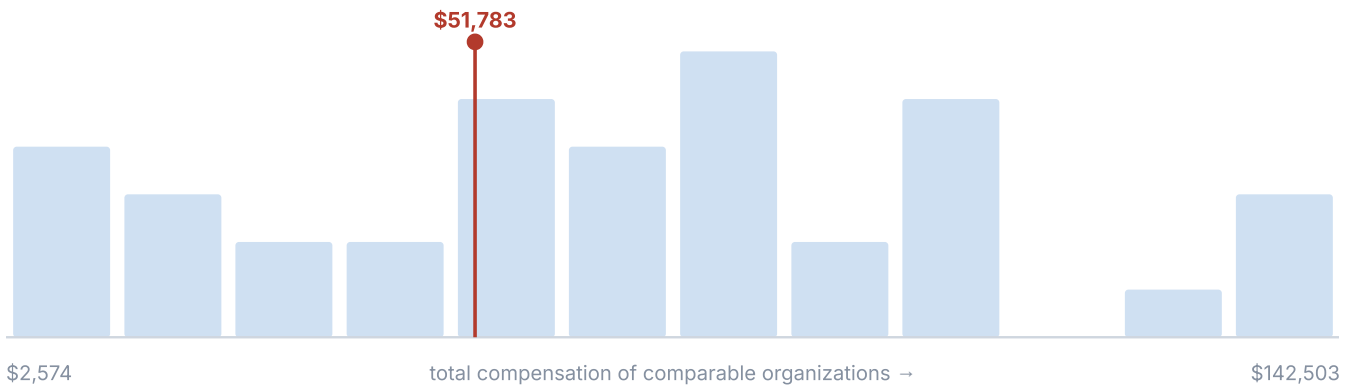
BUDGET Total revenue between \$334,509 and \$748,902 — 0.67x to 1.50x the subject's \$499,268 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + PA + 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



\$16,558	\$39,132	\$66,950	\$95,500	\$111,710	\$51,783
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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 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
Welcome Project Pa	PA	\$499,675	Executive Director	\$100,382	\$100,382	2024
Fox Families Care	PA	\$497,906	Executive Dir.	\$54,600	\$54,600	2024
Quilts For Kids Inc	PA	\$502,321	Executive Director	\$39,132	\$39,132	2024
Strickland Global Leadership Institute	PA	\$502,790	President & Corporate Sec	\$105,193	\$105,193	2024
Connellsville Area Community	PA	\$506,642	Executive Di	\$56,615	\$56,615	2024
Perry Human Services	PA	\$482,573	Executive D	\$57,367	\$55,888	2025
Empoweru Specialty Fitness Inc	PA	\$470,330	President	\$48,000	\$48,000	2024
Amoveo Group	PA	\$467,219	President	\$2,500	\$2,574	2023
Katartizo	PA	\$538,316	Treasurer	\$6,380	\$6,380	2024
Bethany Community Ministries	PA	\$458,595	Executive Di	\$50,000	\$50,000	2024
Center For Disability Law And Policy	PA	\$449,401	Director	\$95,500	\$95,500	2024
Reach Out Foundation Of Bucks Cty	PA	\$447,283	Executive Director	\$82,038	\$82,038	2024
Rainbow Kitchen Community Services	PA	\$445,146	Executive Director	\$129,727	\$133,559	2023
Laurel Highlands Workforce And Opportunity Center	PA	\$562,368	Former Executive Director	\$95,000	\$97,806	2023
Delaware County Advocacy & Resource	PA	\$579,518	Executive Di	\$138,972	\$138,972	2024
Family Connection Of Easton Inc	PA	\$586,282	Executive Di	\$84,201	\$84,201	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Promise Of Carbon County	PA	\$401,063	Executive Director	\$66,950	\$66,950	2024
Women's Wellness Spa(ce)	PA	\$401,009	President	\$97,500	\$97,500	2024
Royersford Outreach Inc Open Door	PA	\$612,113	Executive Director	\$67,900	\$67,900	2024
Technology Learning Collaborative	PA	\$385,578	Executive Director	\$79,355	\$79,355	2024
Community Warehouse Project Of Chester	PA	\$615,188	Executive Direct	\$75,000	\$75,000	2024
Small Town Hope Inc	PA	\$379,615	Executive Director	\$20,935	\$21,553	2023
Germantown Avenue Crisis Ministry	PA	\$372,355	Executive Director	\$64,226	\$62,570	2025
International House Philadelphia Inc	PA	\$369,626	President & Ceo (Until 10/22)	\$118,001	\$121,486	2023
L2 Community Support	PA	\$652,057	Executive Director	\$20,427	\$21,030	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 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 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 37 organizations. Compensation range \$2,574–\$142,503; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$499,268); for reference, expenses \$524,992 and assets \$2,010,811.

ROLE MATCH Michael Landis, reported title "*PRESIDENT/CE*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	30 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 (Michael Landis) 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 (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,783 is reasonable (approximately the 32nd 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.