

# Wellspringkaritas Foundation

Executive Director / CEO

EIN 232176303  
 PA · NTEE Q330  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Erik Friend, Executive Director / CEO** (\$86,957) against **every comparable organization** that fit the selection criteria — **238** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

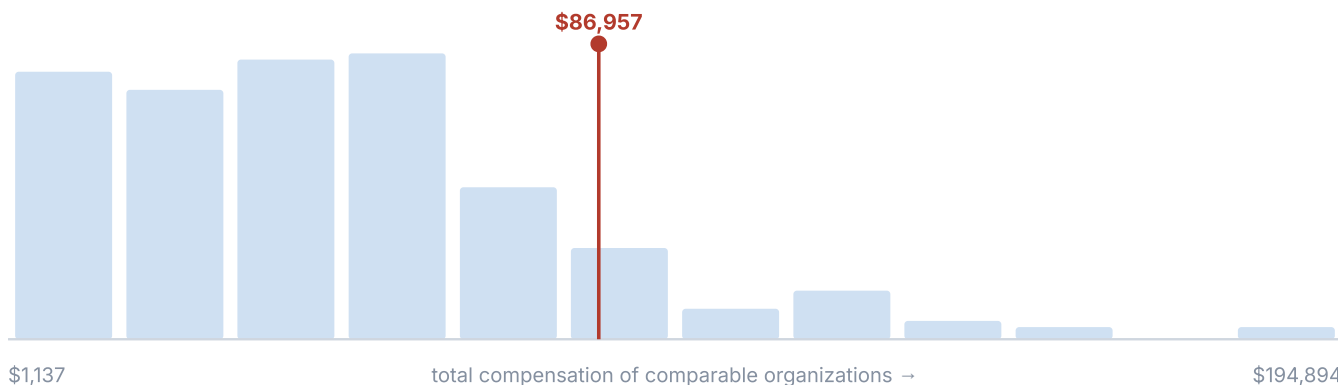
**Benchmarked executive:** Erik Friend — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q330).
BUDGET	Total revenue between \$269,387 and \$603,106 — 0.67x to 1.50x the subject's \$402,071 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**238** organizations qualified on sector, size, and geography → **238** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,601	\$25,019	\$45,035	\$65,543	\$93,449	<b>\$86,957</b>
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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
<a href="#">Acts 4 Rwanda Inc</a>	AR	\$402,991	Executive Dir.	\$37,926	<b>\$44,011</b>	2023
<a href="#">City Of Refuge Inc</a>	SD	\$400,655	Co-director	\$48,000	<b>\$53,121</b>	2024
<a href="#">Come Go With Us Inc</a>	SC	\$399,686	Treasurer	\$64,167	<b>\$67,127</b>	2024
<a href="#">Develop Africa</a>	TN	\$404,644	President/executive Director	\$25,000	<b>\$26,351</b>	2024
<a href="#">Mriya Report Inc</a>	CA	\$399,430	Secretary	\$7,940	<b>\$7,079</b>	2023
<a href="#">Together Ministry Inc</a>	GA	\$399,401	Founder	\$15,750	<b>\$16,349</b>	2023
<a href="#">Adm Capital Foundation Inc</a>	MA	\$404,766	Clerk	\$12,300	<b>\$11,084</b>	2024
<a href="#">Serving Paraguay Inc</a>	OK	\$405,236	President	\$33,500	<b>\$36,990</b>	2024
<a href="#">Embracing Hope Ethiopia Inc</a>	PA	\$397,418	Managing Dir	\$35,880	<b>\$35,880</b>	2024
<a href="#">Fne International Inc</a>	MA	\$396,470	Executive Director	\$31,200	<b>\$28,945</b>	2023
<a href="#">The Chijnaya Foundation Inc</a>	CA	\$408,488	Operations M	\$69,625	<b>\$60,288</b>	2024
<a href="#">Americas Hand In Hand</a>	MT	\$394,922	Secretary	\$2,400	<b>\$2,671</b>	2023
<a href="#">Belief In Motion Inc</a>	GA	\$409,915	President/missionary	\$36,750	<b>\$37,054</b>	2024
<a href="#">Global Care Alliance Inc</a>	CA	\$394,195	President	\$40,000	<b>\$34,636</b>	2024
<a href="#">Christ Sanctuary International</a>	CA	\$409,988	President	\$12,000	<b>\$10,391</b>	2024
<a href="#">Water4life Mozambique Inc</a>	FL	\$394,039	President	\$70,000	<b>\$65,942</b>	2024
<a href="#">Arm In Arm In Africa</a>	MN	\$410,393	Executive Di	\$22,167	<b>\$21,964</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Caleb Corps Inc</a>	OR	\$393,365	Director	\$126,500	<b>\$121,280</b>	2023
<a href="#">Dignity Period</a>	MO	\$410,818	Executive Director	\$140,675	<b>\$149,410</b>	2024
<a href="#">Impact Ministries With The Michalski</a>	WA	\$392,818	President & Ceo	\$16,231	<b>\$14,572</b>	2024
<a href="#">Phyllis Sortor Schools For Afr</a>	WA	\$411,482	Director	\$6,497	<b>\$5,833</b>	2024
<a href="#">Business For Social Good</a>	CA	\$390,472	President & Ceo	\$70,000	<b>\$60,613</b>	2024
<a href="#">Himalayan Childrens Fund</a>	CA	\$390,400	Director	\$36,000	<b>\$32,093</b>	2023
<a href="#">Global Assistance Inc</a>	OR	\$390,374	Ex President	\$11,333	<b>\$10,554</b>	2024
<a href="#">Hearts Of Joy International Corp</a>	NJ	\$414,996	Executive Dir.	\$81,500	<b>\$72,968</b>	2024

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	238 organizations. Compensation range \$1,137–\$194,894; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$402,071); for reference, expenses \$380,351 and assets \$359,985.
ROLE MATCH	Erik Friend, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	85 <sup>th</sup>

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 (Erik Friend) 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 238 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,957 is reasonable (approximately the 87<sup>th</sup> 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.