

Stephens Place

Executive Director / CEO

EIN 232720629

PA - NTEE 140Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sister Virginia Longcope, Executive Director / CEO** (\$14,604) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Sister Virginia Longcope — 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 (140Z).
BUDGET	Total revenue between \$105,638 and \$236,505 — 0.67x to 1.50x the subject's \$157,670 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (140), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,660	\$20,873	\$46,579	\$65,040	\$103,008	\$14,604
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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
Freer Records Inc	NY	\$159,647	Co Exec Dire	\$45,356	\$39,920	2024
Citizens For Prison Reform	MI	\$164,052	Executive Di	\$52,515	\$52,795	2024
Circle Of Hope Ministries Inc	SC	\$144,339	President And Executive Director	\$13,920	\$14,145	2024
Bethany House Ministries Inc	MA	\$175,854	President	\$60,000	\$52,516	2024
The Starts Within Organization	OH	\$132,733	Executive Director	\$37,500	\$39,828	2023
Ekolu Mea Nui	HI	\$198,570	President	\$23,444	\$21,048	2023
Taking Action For Good	TN	\$115,785	Founder & Ceo	\$150,000	\$164,591	2022
Black Liberation Fund	SC	\$203,633	President	\$120,000	\$121,935	2024
Getpaid Inc	PA	\$204,940	Executive Vice President	\$45,523	\$44,217	2024
Pathways For Change Inc	FL	\$106,135	Executive Director	\$22,237	\$20,347	2024
Reaching Out From Within Inc	KS	\$209,688	Executive Director	\$68,125	\$73,802	2023
Greater Falls Community Justice Center	VT	\$212,483	Executive Director	\$49,920	\$48,940	2024
New Life Mission Inn - Missouri	MO	\$212,605	Executive Di	\$36,193	\$38,440	2023
Sustainable Alamance	NC	\$215,496	Director	\$50,000	\$50,321	2024
Haiti Prison And Rehabilitation Ministry	TX	\$218,379	Chairman	\$9,150	\$8,914	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
On My Grind Reentry Services Inc	CA	\$218,608	President & Ceo	\$7,360	\$6,373	2023
The Rise Partnership Inc	NY	\$220,000	Director/president	\$68,554	\$62,119	2023
The Help	MO	\$220,300	President	\$97,812	\$100,905	2024
Inside Out Network Inc	AZ	\$225,997	President And Executive Director	\$89,165	\$83,523	2024
Ronnies House	CA	\$230,126	Executive Director	\$500	\$421	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 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 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	20 organizations. Compensation range \$421–\$164,591; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$157,670); for reference, expenses \$184,463 and assets \$476,828.
ROLE MATCH	Sister Virginia Longcope, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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.
OUTLIERS	1 peer 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	20 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 (Sister Virginia Longcope) 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 20 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,604 is reasonable (approximately the 20th 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.