

The Simple Way

Executive Director / CEO

This analysis benchmarks the total compensation of **Carolyn Tod-pearson, Executive Director / CEO** (\$20,818) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Carolyn Tod-pearson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

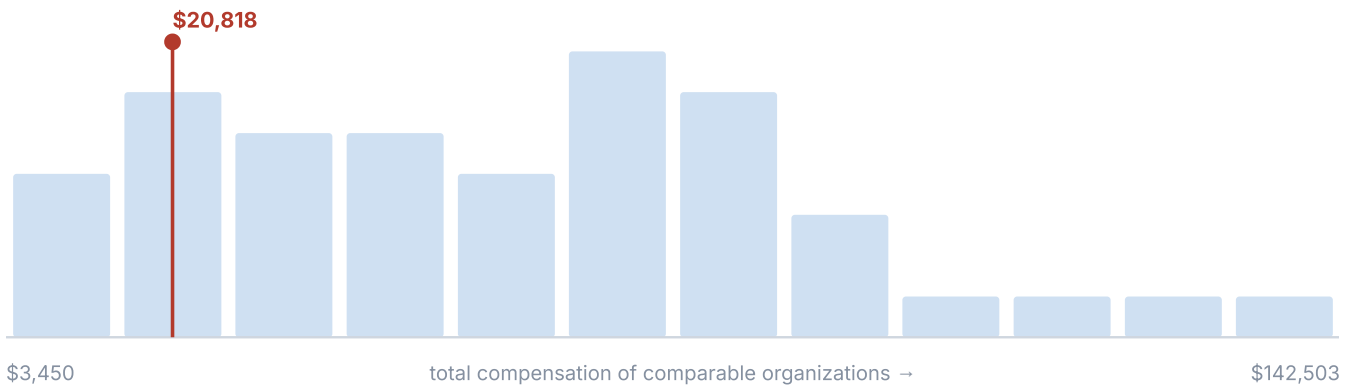
BUDGET Total revenue between \$169,686 and \$379,896 — 0.67x to 1.50x the subject's \$253,264 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,240	\$32,305	\$54,796	\$77,087	\$91,169	\$20,818
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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
Westlanco Love Inc	PA	\$251,542	Executive Director	\$65,040	\$65,040	2024
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$79,636	2025
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$74,700	2024
Caitlin's Smiles Inc	PA	\$242,835	Founder/ceo	\$34,500	\$35,519	2023
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	Executive Director	\$79,368	\$79,368	2024
Fiorenza's Food For Friends	PA	\$242,342	Executive Director	\$81,250	\$81,250	2024
Healthy Steps Diaper Bank	PA	\$240,826	Executive Director	\$32,740	\$32,740	2024
Don Mills Achievement Center	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	\$70,507	2023
Laughing At My Nightmare Inc	PA	\$266,898	Vice Pres/treas/secrty	\$64,200	\$66,096	2023
Jada House International Inc	PA	\$235,879	Executive Dir.	\$60,567	\$62,356	2023
The Center For Positive Aging In	PA	\$235,861	Exec Directo	\$76,327	\$76,327	2024
Pottstown Beacon Of Hope	PA	\$270,745	Executive Director	\$109,660	\$112,899	2023
Northeastern Area Social Service Center Of York Co	PA	\$234,654	Executive Director	\$47,459	\$48,861	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pediatric Palliative Care Coalition	PA	\$273,629	Executive Director	\$53,900	\$53,900	2024
Candy's Place	PA	\$273,900	Director	\$79,385	\$81,730	2023
A Broader View Volunteers Corp	PA	\$275,743	Employee	\$16,800	\$16,800	2024
Awaken Pittsburgh	PA	\$225,793	Founder & Executive Director	\$42,183	\$42,183	2024
The Pointe	PA	\$224,391	Director	\$37,167	\$38,265	2023
Supporting Area Families Everyday	PA	\$219,916	Executive Di	\$68,226	\$68,226	2024
Exeter Community Education Foundation	PA	\$219,893	Executive Director	\$31,000	\$31,000	2024
Sweet Grace Ministries	PA	\$289,134	President/ex	\$45,898	\$47,254	2023
Selfless Solutions Inc	PA	\$216,586	President	\$12,000	\$12,000	2024
Sunday Love Project	PA	\$292,020	Executive Di	\$66,983	\$68,961	2023
Hope Inspire Love Inc	PA	\$292,395	President &	\$55,500	\$57,139	2023
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$52,000	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.

● Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$3,450–\$142,503; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$253,264); for reference, expenses \$394,305 and assets \$470,079. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Carolyn Tod-pearson, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	18 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 (Carolyn Tod-pearson) 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 44 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,818 is reasonable (approximately the 18th 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.