

Life And Independence For Today

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Robert Mecca, Executive Director / CEO** (\$72,274) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

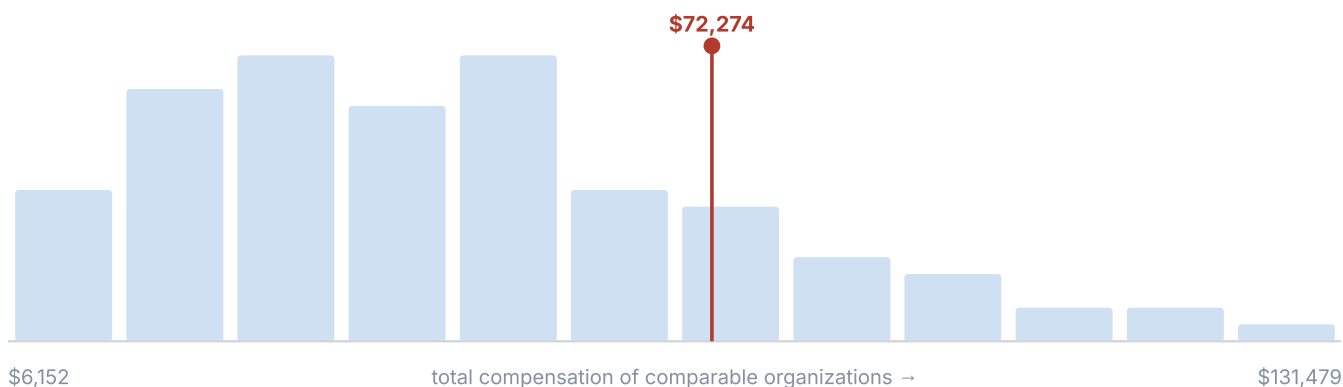
Benchmarked executive: Robert Mecca — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$207,479 and \$464,506 — 0.67x to 1.50x the subject's \$309,671 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,623	\$28,929	\$45,596	\$64,364	\$86,779	\$72,274
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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
Orange Christian Services Inc	TX	\$309,234	Executive Director	\$30,960	\$31,056	2024
Grace United Community Ministries Inc	MO	\$312,897	Executive Director	\$66,942	\$73,198	2023
The Cause Foundation	AZ	\$304,457	Staff Admini	\$47,280	\$45,596	2024
Life Choices Center Inc	NY	\$315,309	Executive Dir.	\$59,032	\$53,491	2024
Christian Community Action Inc	LA	\$303,672	Executive Director	\$46,251	\$49,754	2025
Paws & Think Inc	IN	\$317,227	Executive Di	\$86,320	\$91,282	2024
The Next Step Center Inc	PA	\$302,072	Executive Di	\$57,440	\$57,440	2024
Family Promise Of The Lakeshore	MI	\$317,418	Executive Director	\$48,925	\$50,639	2024
Michael R Walker Foundation	PA	\$300,134	Executive Director	\$83,555	\$86,023	2023
Acadiana Regional Coalition On	LA	\$320,919	Ex Director	\$70,535	\$77,884	2024
Ray Of Hope Mission Center Inc	MD	\$326,553	President	\$43,680	\$40,950	2024
Loving Bottoms Diaper Bank	IL	\$291,396	Executive Director	\$29,655	\$30,099	2023
One Need Inc	GA	\$328,238	President & Ceo	\$130,400	\$131,479	2024
Greater Spartanburg Ministries Inc	SC	\$289,922	Exec. Dir.	\$104,645	\$109,473	2024
Reveal Resource Center	TX	\$288,015	Executive Di	\$35,000	\$34,203	2025
Progressive Maryland Inc	MD	\$287,634	Executive Director	\$111,625	\$107,739	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Women Of My Hope Inc	LA	\$287,046	Ceo	\$50,048	\$56,895	2023
Manna House Ministries Inc	GA	\$332,369	Director	\$29,333	\$30,449	2023
Elmington Elevates Inc	TN	\$286,774	Executive Di	\$94,714	\$99,834	2024
A Place For Grace Ministries Inc	FL	\$284,078	Director	\$51,470	\$48,486	2024
Berkshire Dream Center Inc	MA	\$335,312	President	\$39,900	\$35,954	2024
Alzheimer's Outreach Center	GA	\$282,549	Agency Direc	\$24,716	\$25,657	2023
Shadow Buddies Foundation Inc	KS	\$337,530	Ceo/exec Dir	\$82,204	\$91,685	2023
Apron Inc	KY	\$281,811	President	\$21,000	\$23,292	2023
Rains County Good Samaritans	TX	\$341,602	President	\$31,200	\$31,296	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	103 organizations. Compensation range \$6,152–\$131,479; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$309,671); for reference, expenses \$304,584 and assets \$442,358.
ROLE MATCH	Robert Mecca, reported title <i>"EXECUTIVE DI"</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	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	80 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	77 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 (Robert Mecca) 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 10, 2026, comparing compensation against 103 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,274 is reasonable (approximately the 80th 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 10, 2026.