

Delaware Strong Families Inc

Executive Director / CEO

EIN 261294144

DE · NTEE X01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nicole Theis, Executive Director / CEO** (\$65,076) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

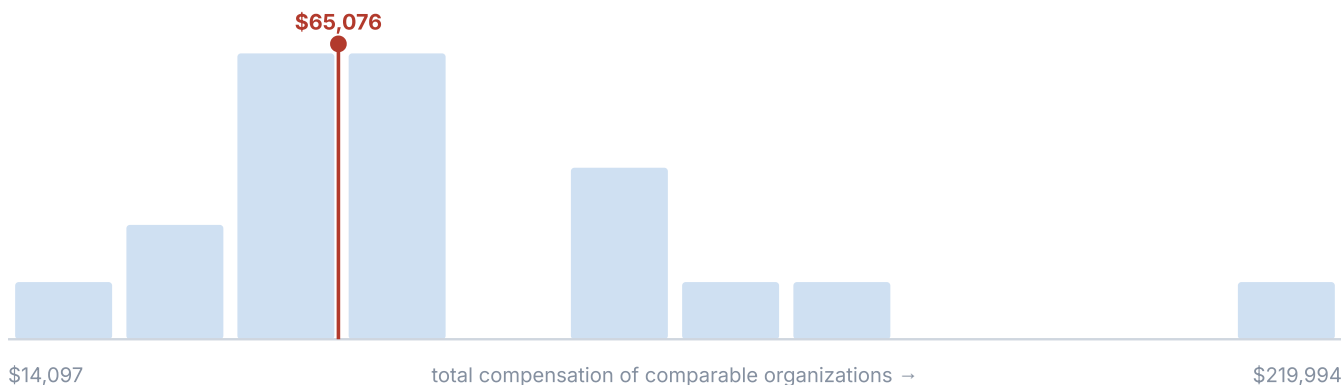
Benchmarked executive: Nicole Theis — reported title “President & Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

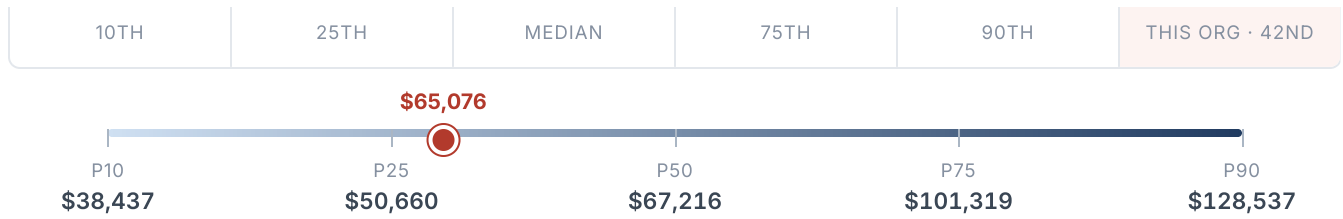
SECTOR	Organizations sharing the subject's NTEE classification (X01).
BUDGET	Total revenue between \$312,502 and \$699,631 — 0.67x to 1.50x the subject's \$466,421 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X01), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,437	\$50,660	\$67,216	\$101,319	\$128,537	\$65,076
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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 DE 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
Liberty And Health	AZ	\$495,681	President	\$80,833	\$81,739	2023
Cornwall Alliance For The Stewardship Of Creation	TN	\$502,763	President	\$118,000	\$126,675	2024
Keshar Families Inc	NY	\$405,228	Executive Director	\$62,315	\$59,207	2023
Napa Institute Legal Foundation	DC	\$536,501	Vice President & Executive Director	\$147,379	\$135,984	2023
Makarios Ministries Inc	CA	\$393,659	Treasurer	\$54,111	\$49,129	2023
Amy For Africa Inc	KY	\$555,922	Vice-preside	\$58,835	\$66,463	2023
Carolina Jews For Justice	NC	\$360,507	Executive Di	\$55,931	\$59,022	2024
Bread Of Life International Inc	AZ	\$353,225	President	\$116,365	\$114,293	2024
Kansas Interfaith Action Inc	KS	\$352,186	Executive Dir.	\$70,000	\$77,233	2024
Barnabas Resources	MN	\$343,339	Board Member	\$218,000	\$219,994	2024
Peace At Any Pace Inc	CA	\$338,928	Executive Dir.	\$80,000	\$70,551	2024
Coalition For Canceled Priests	IL	\$605,687	President	\$100,000	\$100,404	2024
Bethesda Recovery Inc	GA	\$326,517	Manager	\$13,728	\$14,097	2024
Oscar Romero Center For Community	TX	\$325,900	Director	\$35,000	\$36,813	2023
The Word Is Out	KY	\$322,247	President	\$45,000	\$50,834	2023
Institute For Religious Freedom Summit	DC	\$613,758	Executive Director	\$75,000	\$67,216	2024
Faith In Action Alabama	AL	\$616,899	Executive Director	\$90,000	\$102,233	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chaplainusa	TX	\$683,104	President	\$48,000	\$50,486	2023
Mercy Gate Ministries	TX	\$687,207	Executive Director	\$36,931	\$38,843	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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	19 organizations. Compensation range \$14,097–\$219,994; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$466,421); for reference, expenses \$497,441 and assets \$293,603.
ROLE MATCH	Nicole Theis, reported title " <i>President & Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	42nd
Total compensation (D + F), as reported (no adjustments)	47th
Reportable pay only (column D), adjusted	42nd
All sources (D + E + F), adjusted	68th

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 (Nicole Theis) 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 19 similarly situated organizations (Same NTEE sector (X01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,076 is reasonable (approximately the 42nd 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.