

# Men Sharpening Men

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Larry Watkins, Executive Director / CEO** (\$82,119) against **every comparable organization** that fit the selection criteria — **870** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Larry Watkins — 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 (P20).

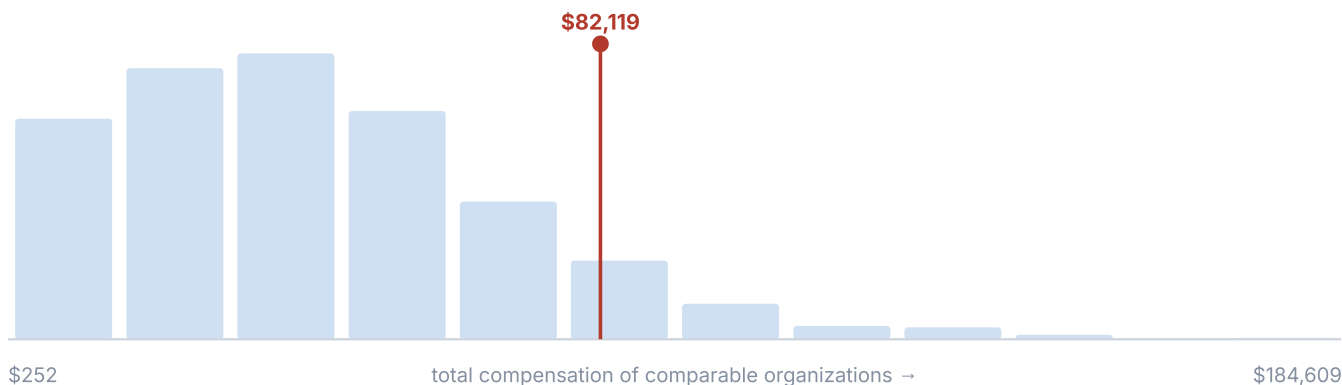
**BUDGET** Total revenue between \$158,167 and \$354,106 — 0.67x to 1.50x the subject's \$236,071 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**870** organizations qualified on sector, size, and geography

→ **870** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,198	\$21,479	\$39,027	\$58,769	\$79,536	\$82,119
----------	----------	----------	----------	----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 91ST
------	------	--------	------	------	-----------------



## ● 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 AR 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="#">Foreign Service Fellowship International Inc</a>	NY	\$236,150	President And Director	\$94,944	<b>\$74,136</b>	2024
<a href="#">Good Journey Development Foundation</a>	MO	\$236,159	Executive Director	\$68,407	<b>\$62,608</b>	2024
<a href="#">Confluence Ministries</a>	CO	\$235,973	Director & P	\$75,800	<b>\$62,806</b>	2024
<a href="#">Eshara</a>	MN	\$236,213	Executive Director	\$42,000	<b>\$35,861</b>	2024
<a href="#">Think Big Corporation</a>	IL	\$236,226	Board Chair Treasurer	\$109,615	<b>\$93,121</b>	2024
<a href="#">Jada House International Inc</a>	PA	\$235,879	Executive Dir.	\$60,567	<b>\$53,734</b>	2023
<a href="#">The Center For Positive Aging In</a>	PA	\$235,861	Exec Directo	\$76,327	<b>\$65,773</b>	2024
<a href="#">Loaves &amp; Fishes Inc</a>	CO	\$236,304	Exec Director	\$40,000	<b>\$33,143</b>	2024
<a href="#">Lazarus Ministries Kc</a>	MO	\$235,818	Execive Director	\$61,000	<b>\$57,478</b>	2023
<a href="#">Rwenzori Center For Research And Advocacy</a>		\$235,590	Executive Director	\$4,160	<b>\$4,160</b>	2023
<a href="#">New Life For A New Generation</a>	TX	\$235,533	President &	\$24,000	<b>\$21,358</b>	2023
<a href="#">Oracles Of Truth</a>	CA	\$235,446	Secretary	\$71,000	<b>\$54,543</b>	2023
<a href="#">Mom Starts Here Inc</a>	NY	\$235,254	Former Vice Chair/executiv	\$76,576	<b>\$59,794</b>	2024
<a href="#">Soap2hope</a>	UT	\$236,968	Executive Di	\$51,652	<b>\$47,031</b>	2023
<a href="#">Humanitarian Innovation Group Inc</a>	NY	\$236,983	Secretary	\$16,667	<b>\$13,399</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Possum Kingdom Lake Volunteer Fire</a>	TX	\$237,087	Treasurer	\$11,800	<b>\$10,199</b>	2024
<a href="#">Mvillage</a>	MI	\$234,677	President	\$11,000	<b>\$9,811</b>	2024
<a href="#">Northeastern Area Social Service Center Of York Co</a>	PA	\$234,654	Executive Director	\$47,459	<b>\$42,105</b>	2023
<a href="#">Kurtzman Family Foundation</a>	CA	\$234,417	Assistant Secretary	\$35,872	<b>\$27,557</b>	2023
<a href="#">Olmalaika Inc</a>	MI	\$234,333	Director And Co/founder Of The Trust	\$13,200	<b>\$12,121</b>	2023
<a href="#">Black Abolition Movement For The Mind Inc Nfp</a>	IL	\$234,160	President/ceo	\$9,165	<b>\$8,016</b>	2023
<a href="#">Life Solutions Of Hamlin Inc</a>	NY	\$233,981	Director	\$1,500	<b>\$1,171</b>	2024
<a href="#">Sagenavigator Inc</a>	GA	\$238,440	Ceo	\$30,000	<b>\$26,836</b>	2023
<a href="#">Ministry For Orphans And Widows</a>	MN	\$238,480	Ceo/director	\$46,000	<b>\$38,265</b>	2025
<a href="#">Familias Triunfadoras Inc</a>	TX	\$238,486	Part Time Employee	\$12,500	<b>\$11,124</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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 **870** organizations. Compensation range \$252–\$184,609; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$236,071); for reference, expenses \$196,124 and assets \$92,247.

ROLE MATCH	Larry Watkins, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	88 <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 (Larry Watkins) 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 870 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,119 is reasonable (approximately the 91<sup>st</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.