

Sustainable Alamance

Executive Director / CEO

EIN 263294877

NC · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Philip Bowers, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Philip Bowers — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I40).

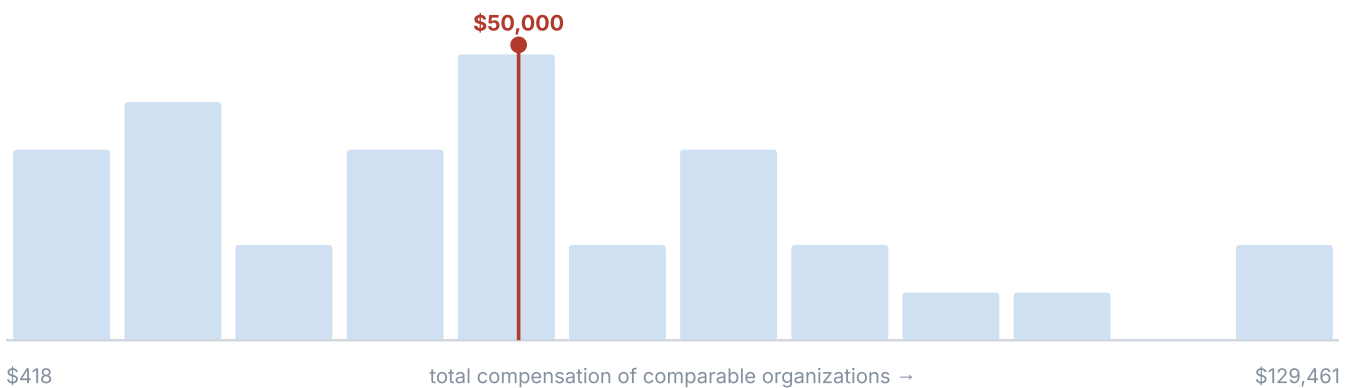
BUDGET Total revenue between \$144,382 and \$323,244 — 0.67x to 1.50x the subject's \$215,496 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,844	\$20,913	\$48,628	\$66,663	\$87,344	\$50,000
---------	----------	----------	----------	----------	----------



■ 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 NC 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
Haiti Prison And Rehabilitation Ministry	TX	\$218,379	Chairman	\$9,150	\$8,858	2024
New Life Mission Inn - Missouri	MO	\$212,605	Executive Di	\$36,193	\$38,196	2023
Greater Falls Community Justice Center	VT	\$212,483	Executive Director	\$49,920	\$48,628	2024
On My Grind Reentry Services Inc	CA	\$218,608	President & Ceo	\$7,360	\$6,332	2023
The Rise Partnership Inc	NY	\$220,000	Director/president	\$68,554	\$61,724	2023
The Help	MO	\$220,300	President	\$97,812	\$100,263	2024
Reaching Out From Within Inc	KS	\$209,688	Executive Director	\$68,125	\$73,332	2023
Inside Out Network Inc	AZ	\$225,997	President And Executive Director	\$89,165	\$82,991	2024
Getpaid Inc	PA	\$204,940	Executive Vice President	\$45,523	\$43,936	2024
Black Liberation Fund	SC	\$203,633	President	\$120,000	\$121,159	2024
Ronnies House	CA	\$230,126	Executive Director	\$500	\$418	2024
Ekolu Mea Nui	HI	\$198,570	President	\$23,444	\$20,913	2023
Jumpstart	SC	\$239,883	President	\$85,000	\$88,356	2023
Battered But Not Broken	SC	\$245,008	Executive Director And Founde	\$50,485	\$52,478	2023
Women Of Hope Inc	OH	\$245,629	Executive Director	\$62,500	\$65,958	2023
Made New Foundation Inc	CA	\$246,584	Executive Director	\$16,500	\$13,789	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Treatment Court Foundation Of Sweetwater County	WY	\$250,657	Coordinator	\$55,750	\$59,483	2023
Bethany House Ministries Inc	MA	\$175,854	President	\$60,000	\$52,181	2024
Made Transitional Services	NY	\$255,204	Executive Dir.	\$30,327	\$28,425	2022
Citizens For Prison Reform	MI	\$164,052	Executive Di	\$52,515	\$52,459	2024
Freer Records Inc	NY	\$159,647	Co Exec Dire	\$45,356	\$39,665	2024
Stephens Place	PA	\$157,670	Executive Director	\$14,604	\$14,511	2023
The Four-seven Inc	OH	\$280,797	Executive Director	\$73,392	\$75,231	2024
A Safe Space Of St Charles	LA	\$289,384	Executive Director	\$26,004	\$27,712	2024
Unlock Tomorrow	CA	\$292,428	President	\$48,560	\$40,582	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	33 organizations. Compensation range \$418–\$129,461; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$215,496); for reference, expenses \$228,868 and assets \$53,113.
ROLE MATCH	Philip Bowers, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	48 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 (Philip Bowers) 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 33 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 52nd 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.