

Scholl Community Impact Group Inc

Executive Director / CEO

EIN 263339140

WI · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samantha Kussard, Executive Director / CEO** (\$2,800) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

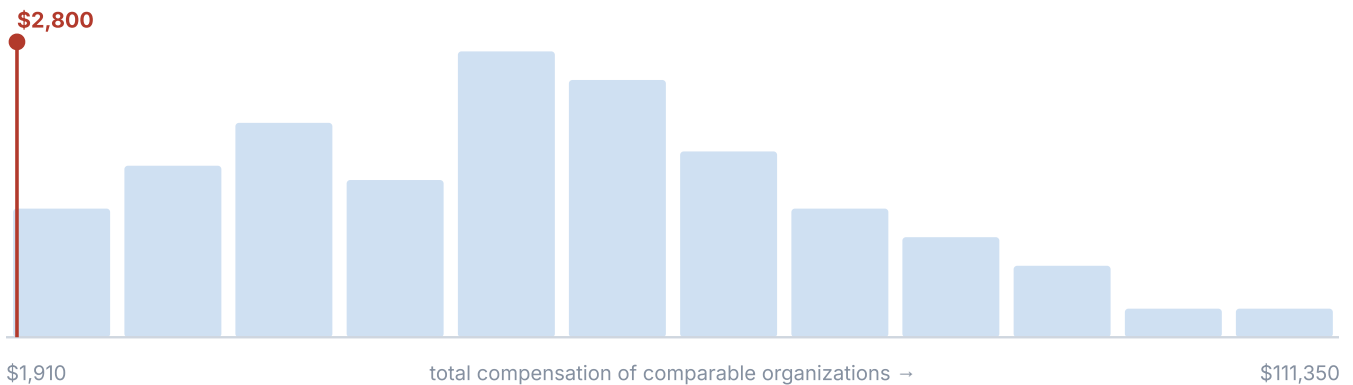
Benchmarked executive: Samantha Kussard — reported title "VOLUNTEER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$127,334 and \$285,076 — 0.67x to 1.50x the subject's \$190,051 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,885

\$26,454

\$44,713

\$60,434

\$78,554

\$2,800



■ 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 WI 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
Be The Village Inc	KY	\$190,612	Executive Di	\$24,462	\$25,165	2024
The Toby Center For Family	FL	\$188,296	Ceo	\$69,639	\$62,641	2024
Do Your Children Believe Inc	GA	\$187,895	President	\$38,449	\$38,111	2023
Hawaii Family Forum	HI	\$193,474	President / Ceo	\$62,452	\$55,120	2023
Instituto Del Hogar Celia Y Harris Bunker Inc	PR	\$185,705	Executive Director	\$46,493	\$47,866	2023
Selah	CO	\$185,436	Executive Director	\$58,458	\$53,673	2024
Embraced International Inc	NC	\$184,336	Executive Director	\$24,207	\$24,657	2023
Childrens Center Of Transylvania County Inc	NC	\$184,128	Exec Dir	\$50,250	\$51,184	2023
Cutliff Grove Family Resource	GA	\$180,982	Executive Di	\$27,069	\$26,061	2024
Chester-andover Family Center	VT	\$200,245	Thrift Shop Manager	\$26,794	\$25,823	2024
Trotter House Of Evansville Inc	IN	\$201,252	Chief Executive Officer	\$31,503	\$32,751	2023
Pregnancy Resources Of Mississippi	MS	\$202,384	Executive Director	\$42,024	\$46,139	2023
Family Promise Of Irving	TX	\$177,050	Executive Director	\$50,219	\$48,101	2024
United Services For Effective Parenting Ohio Inc	OH	\$176,743	Executive Director	\$84,825	\$86,026	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pattys Hope	VA	\$203,539	Executive Director	\$49,109	\$45,403	2024
Little Hands A Parent Child Center	CA	\$203,667	Executive Dir.	\$69,413	\$59,087	2023
Washington Mindcare Institute	VA	\$205,172	President	\$36,000	\$32,425	2025
Martin Area Resource Center	MI	\$174,732	Executive Di	\$25,245	\$25,687	2023
Pregnancy And Family Services	AL	\$174,575	Executive Director	\$39,684	\$41,051	2024
National Safe Haven Alliance	AZ	\$205,556	President	\$43,264	\$41,017	2023
Black Lives Matter 5280	CO	\$174,327	Board Chairperson	\$104,100	\$98,402	2023
The Remedy Project	GA	\$205,916	Executive Director	\$43,333	\$44,713	2022
Give For A Smile	CA	\$206,436	Director	\$27,309	\$22,580	2024
Pregnancy Help Center Of Williamson County	TX	\$206,654	Executive Director	\$41,481	\$40,905	2023
Tahoe Childrens Foundation	NV	\$206,916	Executive Director	\$63,000	\$60,467	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **123** organizations. Compensation range \$1,910–\$111,350; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$190,051); for reference, expenses \$248,961 and assets \$724,164.

ROLE MATCH Samantha Kussard, reported title "VOLUNTEER", 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 4 peers 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	2 nd

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 (Samantha Kussard) 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 123 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,800 is reasonable (approximately the 2nd 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.