

# Love Inc Of Washington County

Executive Director / CEO

EIN 264203801

ID · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pamela L Burris, Executive Director / CEO** (\$32,230) against **every comparable organization** that fit the selection criteria — **949** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

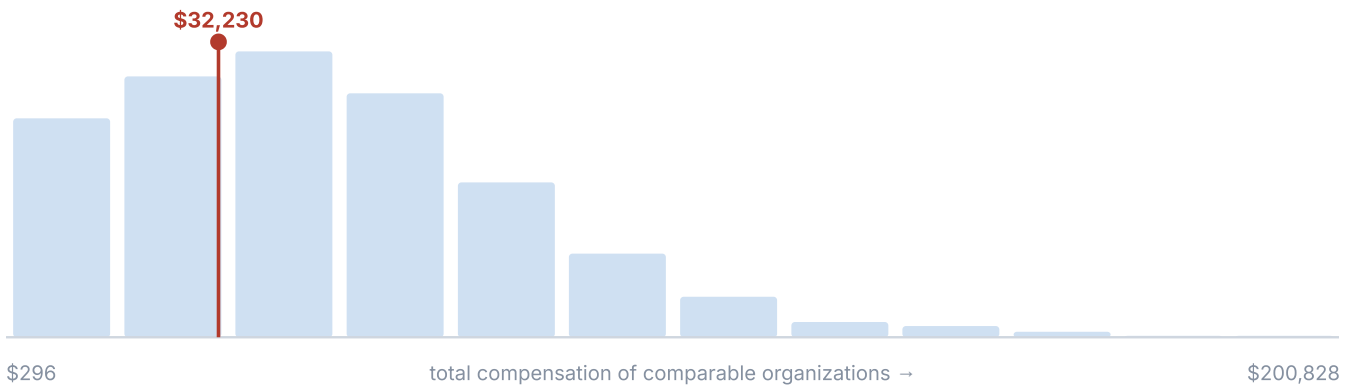
**Benchmarked executive:** Pamela L Burris — reported title “Exec. Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$172,378 and \$385,923 — 0.67x to 1.50x the subject's \$257,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**949** organizations qualified on sector, size, and geography → **949** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,446	\$24,227	\$44,003	\$65,146	\$87,359	<b>\$32,230</b>
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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 ID 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="#">Ahec's For A Healthy Louisiana Inc</a>	LA	\$257,222	Ceo Southeast La Ahec	\$36,000	<b>\$37,264</b>	2024
<a href="#">Cool Ground Inc</a>	VT	\$256,962	Executive Director	\$68,000	<b>\$62,681</b>	2025
<a href="#">And Then A New Day</a>	TX	\$257,633	Executive Dir.	\$65,000	<b>\$62,927</b>	2023
<a href="#">Transformation Project Inc</a>	SD	\$256,695	Executive Director	\$5,407	<b>\$5,465</b>	2025
<a href="#">Threads Of Hope Inc</a>	WI	\$256,408	Executive Director	\$58,000	<b>\$58,623</b>	2023
<a href="#">Santa Barbara County Food Action Network</a>	CA	\$256,376	Executive Director	\$90,000	<b>\$73,055</b>	2024
<a href="#">Berkshire Missions Inc</a>	MA	\$256,337	Execdirector	\$18,200	<b>\$15,374</b>	2024
<a href="#">Corwyns Cause Inc</a>	ID	\$258,402	President - Ceo	\$87,554	<b>\$87,554</b>	2024
<a href="#">Fremont Youth &amp; Community Outreach</a>	IN	\$255,884	Executive Director	\$54,000	<b>\$55,113</b>	2023
<a href="#">Citystep Org Inc</a>	NY	\$255,832	Director	\$85,000	<b>\$72,203</b>	2024
<a href="#">Restore Recovery</a>	MN	\$258,857	Ceo	\$58,692	<b>\$54,517</b>	2024
<a href="#">Dial In Ministries Inc</a>	TN	\$255,422	President	\$2,596	<b>\$2,565</b>	2024
<a href="#">Rebuilding Together Spartanburg Inc</a>	SC	\$259,238	Executive Director	\$40,000	<b>\$39,227</b>	2024
<a href="#">Senior Volunteer Services</a>	CA	\$259,241	Executive Dir.	\$32,068	<b>\$26,799</b>	2023
<a href="#">Coats Street Housing Development Fund</a>	NY	\$255,158	President	\$34,167	<b>\$28,275</b>	2025
<a href="#">Families First Community Center</a>	ME	\$259,412	Executive Director	\$59,640	<b>\$57,798</b>	2023
<a href="#">Neighborhood Allies</a>	OH	\$255,099	Presidentceo	\$54,079	<b>\$55,433</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">S A Heals</a>	TX	\$259,654	President	\$30,000	<b>\$29,043</b>	2023
<a href="#">In Ky Oh Regional Council Of</a>	IN	\$254,844	President	\$93,836	<b>\$95,770</b>	2023
<a href="#">Kingdom Of Heaven Ministries</a>	LA	\$254,608	President	\$30,700	<b>\$34,058</b>	2022
<a href="#">Bridge Of Hope Harrisburg Area</a>	PA	\$259,996	Executive Director	\$81,743	<b>\$74,654</b>	2025
<a href="#">Helping Hands For Freedom</a>	AZ	\$254,431	Executive Director	\$60,000	<b>\$54,243</b>	2024
<a href="#">Sustainable Livelihoods Relief</a>	ME	\$260,136	Executive Di	\$2,338	<b>\$2,266</b>	2023
<a href="#">La Promesa Honduras Inc</a>	GA	\$254,414	President	\$27,736	<b>\$26,990</b>	2023
<a href="#">Gchfa Inc</a>	FL	\$260,397	President & Tr.	\$48,000	<b>\$42,388</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	949 organizations. Compensation range \$296–\$200,828; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$257,282); for reference, expenses \$254,372 and assets \$85,521.
ROLE MATCH	Pamela L Burris, reported title " <i>Exec. Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	37 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Pamela L Burris) 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 949 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,230 is reasonable (approximately the 35<sup>th</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.