

# Tabithas Place Inc

Executive Director / CEO

EIN 270264601  
 GA · NTEE P20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Janice Phillips, Executive Director / CEO** (\$1,082) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

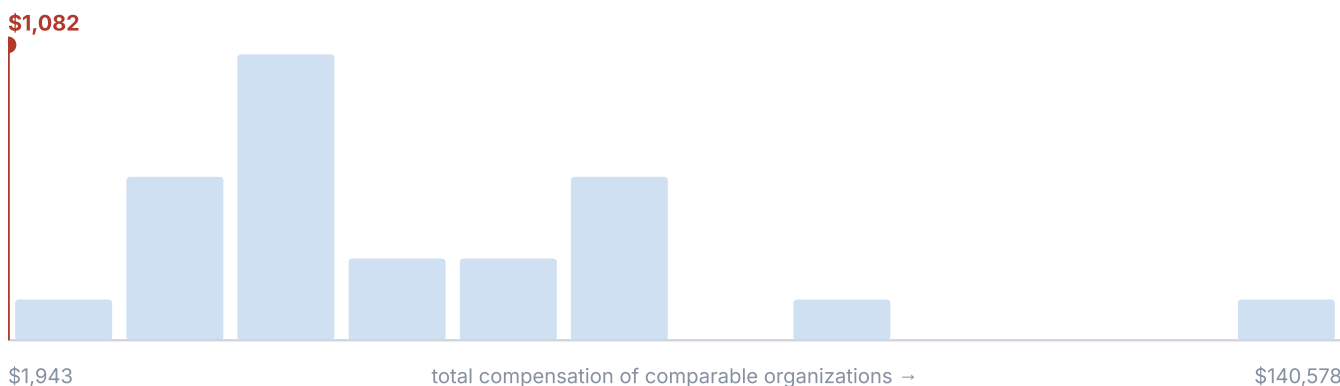
**Benchmarked executive:** Janice Phillips — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$145,190 and \$325,053 — 0.67x to 1.50x the subject's \$216,702 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + GA + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,308	\$27,853	\$33,420	\$60,927	\$70,099	<b>\$1,082</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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\$1,082



## ■ 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 GA 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="#">Arms Wide Open Community Development Corporation</a>	GA	\$211,700	Executive Director	\$24,000	<b>\$24,000</b>	2023
<a href="#">The Sd Gunner Fund Inc</a>	GA	\$222,664	Executive Dir.	\$30,000	<b>\$30,000</b>	2023
<a href="#">Dawson County Family Connection Inc</a>	GA	\$196,755	Chief Executive Officer Part Year	\$58,367	<b>\$56,692</b>	2024
<a href="#">Four Streams Partners Inc</a>	GA	\$195,448	Executive Director	\$144,730	<b>\$140,578</b>	2024
<a href="#">Sagenavigator Inc</a>	GA	\$238,440	Ceo	\$30,000	<b>\$30,000</b>	2023
<a href="#">Gospel To The Nations Inc</a>	GA	\$241,870	Ceo	\$2,000	<b>\$1,943</b>	2024
<a href="#">Blue Sky Acres Inc</a>	GA	\$244,653	Executive Di	\$34,740	<b>\$33,743</b>	2024
<a href="#">Freedom Fighters Of Georgia Inc</a>	GA	\$188,009	President	\$42,800	<b>\$41,572</b>	2024
<a href="#">Servantee Inc</a>	GA	\$252,198	Executive Di	\$72,596	<b>\$70,513</b>	2024
<a href="#">Channeled Paths Inc</a>	GA	\$253,485	Office Coordinator	\$14,213	<b>\$13,805</b>	2024
<a href="#">La Promesa Honduras Inc</a>	GA	\$254,414	President	\$27,736	<b>\$27,736</b>	2023
<a href="#">Foster Love Ministries</a>	GA	\$260,571	Executive Director	\$22,750	<b>\$22,750</b>	2023
<a href="#">Mom Community Inc</a>	GA	\$260,657	President	\$41,127	<b>\$41,127</b>	2023
<a href="#">Hope Ministries Inc</a>	GA	\$168,269	Executive Director	\$34,075	<b>\$33,097</b>	2024
<a href="#">Mission Minded Recovery Inc</a>	GA	\$167,036	Executive Director	\$63,635	<b>\$61,809</b>	2024
<a href="#">Loving Hands Ministries Inc</a>	GA	\$157,947	Director	\$29,035	<b>\$28,202</b>	2024
<a href="#">Companions For Heroes</a>	GA	\$280,313	Ceo	\$95,000	<b>\$92,274</b>	2024
<a href="#">Sustainable Liberia Inc</a>	GA	\$284,919	Executive Director	\$33,734	<b>\$32,766</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dream It Forward Foundation Inc</a>	GA	\$289,481	Executive Director	\$62,400	<b>\$62,400</b>	2023
<a href="#">Bananas Foster Inc</a>	GA	\$289,758	Executive Director	\$60,000	<b>\$58,279</b>	2024
<a href="#">Next Generation Impact Foundation</a>	GA	\$302,385	President	\$68,333	<b>\$66,373</b>	2024
<a href="#">Pianos For Peace Inc</a>	GA	\$319,147	Executive Director	\$20,000	<b>\$18,925</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	22 organizations. Compensation range \$1,943–\$140,578; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$216,702); for reference, expenses \$214,732 and assets \$350,578.
ROLE MATCH	Janice Phillips, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>

BASIS

SUBJECT PERCENTILE

Reportable pay only (column D), adjusted

0<sup>th</sup>

All sources (D + E + F), adjusted

0<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 (Janice Phillips) 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 22 similarly situated organizations (Same NTEE sector (P20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,082 is reasonable (approximately the 0<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.