

Community Sharehouse

Executive Director / CEO

This analysis benchmarks the total compensation of **Belle Adams, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **1062** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

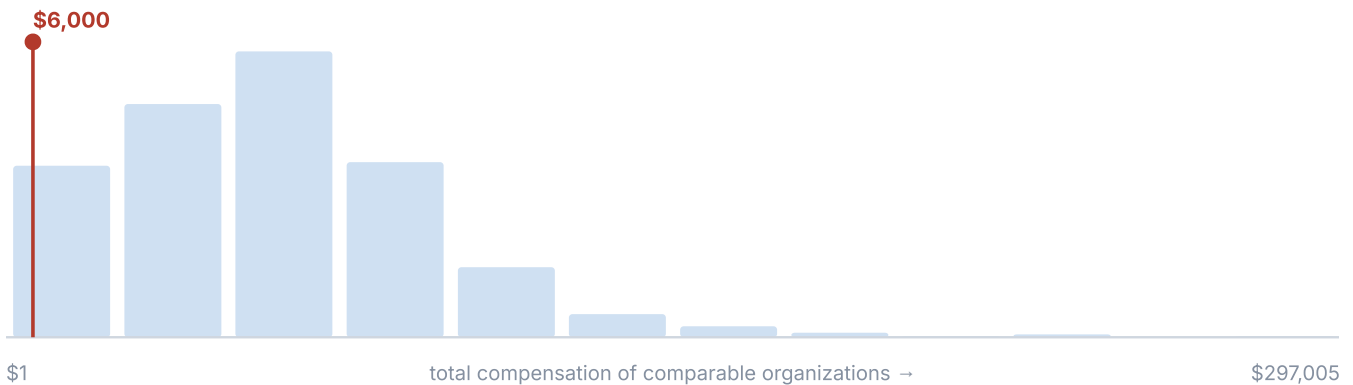
Benchmarked executive: Belle Adams — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$300,571 and \$672,921 — 0.67x to 1.50x the subject's \$448,614 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,062 organizations qualified on sector, size, and geography → **1,062** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,967	\$34,132	\$56,133	\$78,039	\$101,485	\$6,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 4TH
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\$6,000



■ 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 OK 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
Conlee Ministries	TN	\$448,599	President	\$13,900	\$13,269	2024
Second Wind Foundation	VT	\$448,585	Executive Director	\$83,397	\$76,231	2024
Center For Disability Law And Policy	PA	\$449,401	Director	\$95,500	\$86,489	2024
Women In Ranching Inc	MT	\$449,536	Executive Di	\$80,400	\$78,706	2024
Seeds Of Love	CA	\$449,576	President	\$36,159	\$29,193	2023
Better Wiser Stronger Inc	MI	\$447,400	Executive Director	\$28,800	\$27,794	2023
Reach Out Foundation Of Bucks Cty	PA	\$447,283	Executive Director	\$82,038	\$74,297	2024
Spokane Fatherhood Initiative	WA	\$449,994	Vice President	\$19,900	\$15,763	2025
Living With Communities	MI	\$450,129	President	\$6,127	\$5,913	2023
Belknap House	NH	\$450,466	Executive Director	\$46,154	\$38,703	2024
Recovery Cafe Santa Cruz	CA	\$450,603	Exec Dir/pre	\$17,920	\$14,468	2023
Polonians Organized To Minister To Our Community Inc	NY	\$450,831	Board President	\$30,907	\$25,363	2024
Ben Lim Ministries	CA	\$450,871	President & Pastor	\$37,300	\$30,115	2023
Agape Of North Alabama Inc	AL	\$446,333	Exec Director	\$106,330	\$104,322	2024
Raindrop Foundation San Antonio	TX	\$451,138	Executive Ma	\$71,388	\$66,767	2023
Respite Care Atlanta Inc	GA	\$446,063	Exec. Director	\$92,125	\$86,607	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Affecting Community Transformation	OH	\$446,012	Executive Director	\$65,382	\$62,889	2024
Synaptiv Inc	CO	\$445,939	President	\$134,195	\$116,858	2024
Indiana Breast Cancer Awareness Trust	IN	\$451,354	Executive Director	\$55,596	\$54,817	2023
Ht Ministries	OH	\$445,860	Executive Director	\$53,875	\$51,821	2024
Unsheltered International	AL	\$451,392	President & Ceo	\$26,455	\$26,722	2023
Warfighter Made	CA	\$451,431	Executive Dir.	\$62,100	\$50,137	2023
Konscious Youth Development & Servic	NJ	\$445,515	President	\$81,667	\$66,219	2024
Dress For Success Atlanta Inc	GA	\$445,502	Executive Director	\$148,120	\$139,248	2023
Rainbow Kitchen Community Services	PA	\$445,146	Executive Director	\$129,727	\$120,957	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **1062** organizations. Compensation range \$1–\$297,005; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$448,614); for reference, expenses \$466,995 and assets \$19,660.

ROLE MATCH	Belle Adams, reported title " <i>TREASURER</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	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	3 rd

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 (Belle Adams) 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 13, 2026, comparing compensation against 1062 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 4th 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 13, 2026.