

One Need Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Rodney McClure, Executive Director / CEO** (\$130,400) against **every comparable organization** that fit the selection criteria — **109** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

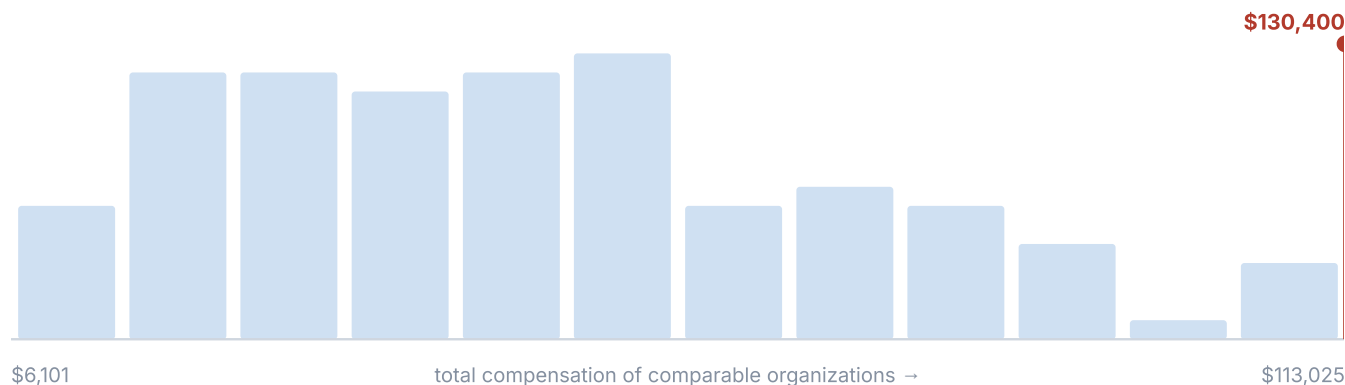
Benchmarked executive: Rodney McClure — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$219,919 and \$492,357 — 0.67x to 1.50x the subject's \$328,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

109 organizations qualified on sector, size, and geography → **109** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,256	\$28,735	\$46,340	\$64,013	\$85,926	\$130,400
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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 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
Ray Of Hope Mission Center Inc	MD	\$326,553	President	\$43,680	\$40,614	2024
Manna House Ministries Inc	GA	\$332,369	Director	\$29,333	\$30,199	2023
Berkshire Dream Center Inc	MA	\$335,312	President	\$39,900	\$35,659	2024
Acadiana Regional Coalition On	LA	\$320,919	Ex Director	\$70,535	\$77,245	2024
Shadow Buddies Foundation Inc	KS	\$337,530	Ceo/exec Dir	\$82,204	\$90,932	2023
Family Promise Of The Lakeshore	MI	\$317,418	Executive Director	\$48,925	\$50,223	2024
Paws & Think Inc	IN	\$317,227	Executive Di	\$86,320	\$90,533	2024
Life Choices Center Inc	NY	\$315,309	Executive Dir.	\$59,032	\$53,052	2024
Rains County Good Samaritans	TX	\$341,602	President	\$31,200	\$31,040	2024
Grace United Community Ministries Inc	MO	\$312,897	Executive Director	\$66,942	\$72,598	2023
Elmhurst Walk-in Assistance Network	IL	\$344,371	Executive Director	\$24,463	\$23,919	2024
Lighthouse Of Oakland County	MI	\$346,016	President & Ceo	\$16,948	\$17,912	2023
Life And Independence For Today	PA	\$309,671	Executive Di	\$72,274	\$71,681	2024
Orange Christian Services Inc	TX	\$309,234	Executive Director	\$30,960	\$30,801	2024
The Piggyback Foundation	OH	\$347,353	Executive Di	\$5,792	\$6,101	2024
Mainspring Portland	OR	\$347,627	Executive Dir.	\$78,386	\$74,535	2023
The Cause Foundation	AZ	\$304,457	Staff Admini	\$47,280	\$45,222	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Community Action Inc	LA	\$303,672	Executive Director	\$46,251	\$49,345	2025
The Next Step Center Inc	PA	\$302,072	Executive Di	\$57,440	\$56,969	2024
Michael R Walker Foundation	PA	\$300,134	Executive Director	\$83,555	\$85,317	2023
Family Promise Of The Chippewa	WI	\$360,463	Executive Director	\$47,079	\$48,899	2024
The Giving Closet	WA	\$360,669	Executive Dir.	\$45,000	\$40,069	2024
Ezra To Israel	VA	\$363,668	Executive Di	\$60,000	\$59,318	2023
Loving Bottoms Diaper Bank	IL	\$291,396	Executive Director	\$29,655	\$29,852	2023
Raw Ruth Anointed World Ministries	CA	\$366,361	President	\$17,000	\$15,031	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 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.

■ Sample, role match & sensitivity

PEER COUNT	109 organizations. Compensation range \$6,101–\$113,025; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$328,238); for reference, expenses \$288,543 and assets \$69,622.
ROLE MATCH	Rodney McClure, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	96 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 (Rodney McClure) 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 109 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,400 is reasonable (approximately the 100th 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.