

Tyrrell County Inner Banks Hotline

Executive Director / CEO

EIN 274336007

NC · NTEE F40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Janie Spencer Gibbs, Executive Director / CEO** (\$70,259) against **every comparable organization** that fit the selection criteria — **677** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

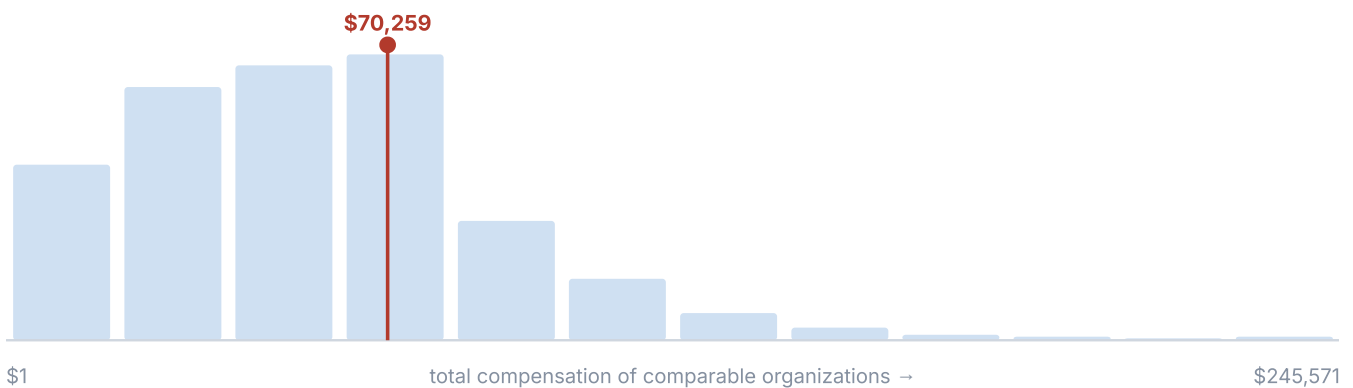
Benchmarked executive: Janie Spencer Gibbs — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F40).
BUDGET	Total revenue between \$184,584 and \$413,248 — 0.67x to 1.50x the subject's \$275,499 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

677 organizations qualified on sector, size, and geography → **677** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,350	\$31,294	\$54,482	\$76,178	\$100,794	\$70,259
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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 NC 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
Mississippi Council On Compulsive	MS	\$275,496	Executive Director	\$77,719	\$83,773	2025
Three Trails Assessment & Resource	WY	\$275,377	Executive Dir.	\$41,766	\$44,429	2024
Sexual Assault Program Of Northern St Louis County	MN	\$275,675	Executive Director	\$93,982	\$92,253	2024
Ribbon Of Hope Inc	IN	\$275,691	Executive Director	\$78,124	\$81,844	2024
Unity Hall	CA	\$275,819	Chairperson	\$112,628	\$99,468	2023
Lexington Christian Counseling	SC	\$276,019	President	\$85,688	\$88,804	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$64,393	2023
Connors Climb Foundation	NH	\$274,554	Executive Director	\$30,719	\$29,010	2023
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$27,585	2024
Kylecares Inc	MA	\$276,528	President	\$10,000	\$8,927	2024
Rebel With A Cause Films	CO	\$276,545	President/executive Director	\$10,000	\$9,807	2023
Red Bird Ministries Inc	LA	\$274,356	Founder/pres	\$14,414	\$15,767	2024
Sexual Assault Services Inc	MN	\$274,069	Executive Di	\$63,120	\$63,789	2023
Community Caring Clinic Inc	MA	\$277,120	President	\$56,391	\$51,827	2023
Black Mental Health Oregon	OR	\$277,124	Executive Director President	\$143,750	\$136,532	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$41,553	2024
American Society Of Addiction Medicine	WI	\$277,418	Member	\$7,245	\$7,517	2024
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$55,704	2024
Lower Shore Friends Inc	MD	\$277,577	Executive Director	\$64,911	\$62,066	2023
Achieve Counseling & Wellness	AZ	\$273,313	President Executive Director	\$69,254	\$66,164	2024
Mental Health Association In	NY	\$272,755	Director	\$81,991	\$73,601	2024
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$43,618	2024
Contemporary Psychodynamic Institute Np	WA	\$271,989	Executive Director	\$13,750	\$12,591	2023
Concho Valley Biblical Counseling Center	TX	\$279,169	Director Of Operations	\$32,280	\$32,077	2024
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$37,843	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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 **677** organizations. Compensation range \$1–\$245,571; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$275,499); for reference, expenses \$295,818 and assets \$139,841.
ROLE MATCH	Janie Spencer Gibbs, reported title " <i>SECRETARY</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	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	64 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 (Janie Spencer Gibbs) 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 677 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,259 is reasonable (approximately the 69th 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.