PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Gulf Coast Community Ministries Inc

Executive Director / CEO

EIN **300225661**
MS · NTEE P60
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Geremey Merritt, Executive Director / CEO** ($27,978) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 32nd percentile of comparable organizations

within the typical range

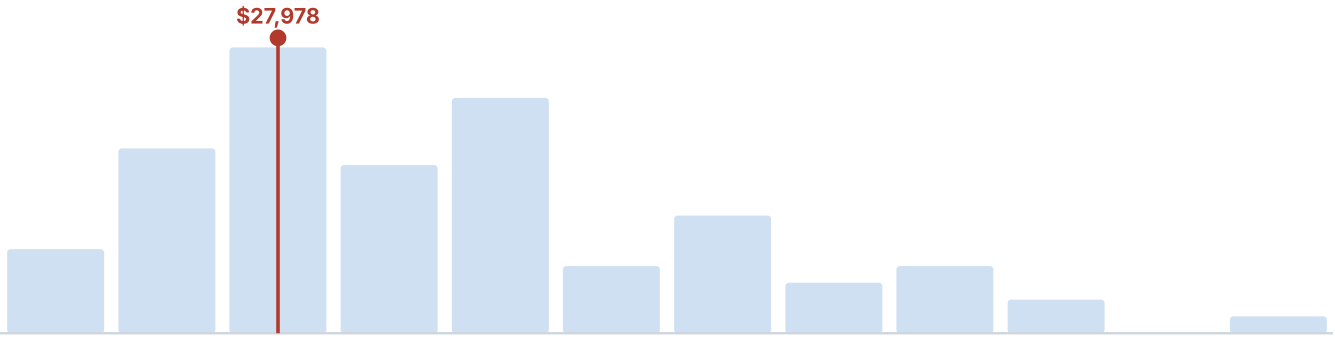
> **Benchmarked executive:** Geremey Merritt — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between $153,751 and $344,220 — 0.67× to 1.50× the subject's $229,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



$5,239 — total compensation of comparable organizations → — $114,347

$17,148	$25,140	$39,750	$54,682	$75,373	$27,978

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 MS 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
Provisions Food Pantry And Thrift Store	NH	$229,954	Executive Director End 10/2024	$17,798	**$14,332**	2024
First Step Back Home Inc	MO	$232,222	President	$42,000	**$39,941**	2023
Palatka Christian Service Center Inc	FL	$224,972	Executive	$23,555	**$19,298**	2024
Love Inc Of Douglas Co Lakes Area	MN	$234,241	Executive Di	$63,159	**$56,034**	2023
Families And Individuals Sharing Hope	MN	$224,642	Executive Director	$87,097	**$75,055**	2024
Hope Sanger	CA	$222,641	Ceo/president	$32,500	**$25,198**	2023
Paulys Project	CA	$236,942	President	$66,425	**$50,022**	2024
Circle City Relief Inc	IN	$237,888	Exec. Director	$50,000	**$45,985**	2024
Hidalgo Sin Fronteras	AZ	$238,167	Director	$16,920	**$14,192**	2024
Angel Heart Pajama Project	AZ	$220,442	Executive Di	$60,000	**$50,324**	2024
Wright County Crisis Center	MO	$239,794	Manager	$31,329	**$29,793**	2023
New Jersey Voluntary Organizations	NJ	$240,842	Executive Director	$97,753	**$76,115**	2024
Hickory Nut Gorge Outreach Inc	NC	$241,226	Office Manager	$37,500	**$34,790**	2023
New Hope On The Last Frontier	AK	$214,863	Executive Director	$62,047	**$51,734**	2024
Partners In Outreach	PA	$244,646	Executive Di	$17,980	**$15,637**	2024
Good Neighbors Inc	KY	$247,075	Exec Director	$32,583	**$30,529**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tender Foundation Inc	GA	$211,147	Executive Director	$24,000	**$21,667**	2023
Life Line Of Sampson County Inc	NC	$210,875	Executive Director	$25,860	**$23,303**	2024
Project Hope	MT	$248,418	Executive Director	$15,720	**$15,215**	2023
Together We Achieve	IA	$209,805	President	$33,000	**$31,512**	2024
Mission 615 Inc	TN	$208,542	President	$61,000	**$55,919**	2024
Frog Ministry Inc	FL	$207,187	President	$49,920	**$39,844**	2025
Florida Automobile Dealers	FL	$205,050	President	$47,873	**$40,380**	2023
Good Neighbors Of Blount County	TN	$253,975	Executive Director	$45,000	**$42,470**	2023
Every Warrior Network	LA	$203,801	Chair	$34,588	**$34,196**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	**78** organizations. Compensation range $5,239–$114,347; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($229,480); for reference, expenses $135,460 and assets $666,200. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	Geremey Merritt, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	**32nd**
Total compensation (D + F), as reported (no adjustments)	**23rd**
Reportable pay only (column D), adjusted	**36th**
All sources (D + E + F), adjusted	**28th**

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 (Geremey Merritt) 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 78 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $27,978 is reasonable (approximately the 32nd 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.