

# Red Legacy Recovery Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Samantha Loveday, Executive Director / CEO** (\$55,120) against **every comparable organization** that fit the selection criteria — **202** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

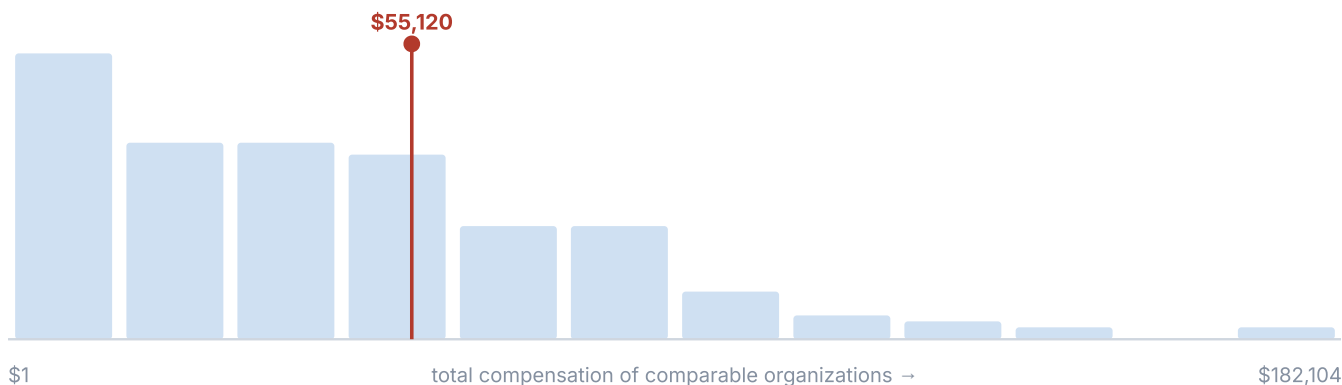
**Benchmarked executive:** Samantha Loveday — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$173,414 and \$388,242 — 0.67x to 1.50x the subject's \$258,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**202** organizations qualified on sector, size, and geography → **202** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,161	\$17,436	\$39,985	\$64,213	\$87,748	\$55,120
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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 TN 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="#">The Piston Foundation Inc</a>	CT	\$258,541	Secretary	\$115,562	<b>\$100,124</b>	2024
<a href="#">These Numbers Have Faces</a>	OR	\$259,701	Executive Director	\$90,000	<b>\$79,513</b>	2023
<a href="#">The Education Foundation Inc</a>	OH	\$260,084	Executive Di	\$25,938	<b>\$24,731</b>	2025
<a href="#">Scholarchips Inc</a>	DC	\$261,153	Founder And Executive Directo	\$99,342	<b>\$82,934</b>	2023
<a href="#">Georgia Association Of Realtors</a>	GA	\$255,748	Ceo/ga Assoc. Of Realtors	\$21,554	<b>\$19,510</b>	2025
<a href="#">The Eagan Foundation Incorporated</a>	MN	\$254,993	Executive Di	\$45,124	<b>\$42,418</b>	2023
<a href="#">Bolivar Educational Advancement</a>	MO	\$262,684	Secretary Tr	\$5,348	<b>\$5,235</b>	2024
<a href="#">Calculated Genius Inc</a>	IL	\$262,815	Executive Director	\$80,000	<b>\$72,677</b>	2024
<a href="#">Missouri Community Health Foundation</a>	MO	\$254,821	Ceo	\$82,247	<b>\$82,874</b>	2023
<a href="#">East Valley Institute Of Technology Education Foundation Inc</a>	AZ	\$262,844	Board Member	\$14,400	<b>\$12,797</b>	2024
<a href="#">Raymore-peculiar Public School</a>	MO	\$254,610	Executive Di	\$55,000	<b>\$52,442</b>	2025
<a href="#">Greene County Fair Association Inc</a>	AR	\$263,615	Manager	\$2,119	<b>\$2,201</b>	2024
<a href="#">Foundation For Eden Prairie Schools</a>	MN	\$264,008	Executive Director	\$30,541	<b>\$27,886</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">North Coast Builders Exchange</a>	CA	\$253,168	Chief Executive Officer	\$17,698	<b>\$14,539</b>	2023
<a href="#">John P Burke Memorial Fund</a>	RI	\$264,645	Executive Director	\$35,833	<b>\$31,750</b>	2024
<a href="#">Shenandoah Valley Scholars Latino Initiative Inc</a>	VA	\$264,770	Managing Director	\$2,733	<b>\$2,439</b>	2024
<a href="#">African American Teaching Fellows</a>	VA	\$264,812	Executive Di	\$82,442	<b>\$73,556</b>	2024
<a href="#">Orme Primavera Schools Foundation</a>	AZ	\$264,877	Treasurer	\$1,700	<b>\$1,472</b>	2025
<a href="#">American Student Association Of Community Colleges</a>	UT	\$264,911	Executive Director	\$14,584	<b>\$14,782</b>	2022
<a href="#">Texas Architectural Foundation</a>	TX	\$264,935	Txa Evp	\$29,217	<b>\$27,007</b>	2024
<a href="#">Kensap Inc</a>	NJ	\$265,787	Executive Director	\$96,000	<b>\$81,543</b>	2023
<a href="#">Germantown Community Scholarship Fund Inc</a>	WI	\$267,938	Executive Director	\$34,000	<b>\$33,781</b>	2023
<a href="#">Tbi Warrior Foundation</a>	TX	\$268,167	President	\$7,000	<b>\$6,662</b>	2023
<a href="#">The Claymont Foundation Inc</a>	OH	\$268,956	Financial Secretary	\$6,000	<b>\$5,872</b>	2024
<a href="#">Native Agriculture Education Fellowship Program</a>	ND	\$268,969	Executive Director	\$100,298	<b>\$104,713</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	202 organizations. Compensation range \$1–\$182,104; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$258,828); for reference, expenses \$245,756 and assets \$326,655.
ROLE MATCH	Samantha Loveday, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	60 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Samantha Loveday) 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 202 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,120 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.