

# The Salvation Army Reno Resid Inc

Executive Director / CEO

EIN 330553622  
 CA · NTEE P240  
 FY ending 2023-09-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Douglas Riley, Executive Director / CEO** (\$32,694) against the **2000** closest of **3,883** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Douglas Riley — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (P240).   |
| BUDGET    | Total revenue between \$314,634 and \$704,406 — 0.67x to 1.50x the subject's \$469,604 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.   |

**3,883** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



|          |          |          |          |           |          |
|----------|----------|----------|----------|-----------|----------|
| \$21,000 | \$46,516 | \$69,534 | \$93,281 | \$119,910 | \$32,694 |
|----------|----------|----------|----------|-----------|----------|



## ● 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 CA 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="#">Global Outreach Foundation</a>               | CO    | \$469,621 | President           | \$30,001        | <b>\$32,359</b>  | 2024 |
| <a href="#">Fam Intentional Community</a>                | TX    | \$469,664 | Executive Director  | \$51,914        | <b>\$58,414</b>  | 2024 |
| <a href="#">Many Mothers Inc</a>                         | NM    | \$469,456 | Executive Dir       | \$75,655        | <b>\$91,530</b>  | 2024 |
| <a href="#">Hospice Of Kona Foundation</a>               | HI    | \$469,793 | Ceo                 | \$18,482        | <b>\$18,613</b>  | 2024 |
| <a href="#">Hsvs Property Foundation Ltd</a>             | NY    | \$469,815 | Secretary           | \$42,117        | <b>\$44,074</b>  | 2023 |
| <a href="#">Project Sweet Peas</a>                       | RI    | \$469,835 | Executive Dir.      | \$35,000        | <b>\$37,751</b>  | 2024 |
| <a href="#">Tranzmission Inc</a>                         | NC    | \$469,363 | Executive Di        | \$42,646        | <b>\$49,566</b>  | 2024 |
| <a href="#">Grow Further Club</a>                        | WA    | \$469,921 | Chief Of Sta        | \$120,754       | <b>\$125,202</b> | 2023 |
| <a href="#">Second Harvest Community Services Of Nwo</a> | OH    | \$469,133 | President & Ceo     | \$308,778       | <b>\$367,875</b> | 2024 |
| <a href="#">Fenton Center Of Hope</a>                    | MI    | \$470,277 | Co-director         | \$75,400        | <b>\$87,542</b>  | 2024 |
| <a href="#">Fairmount Christian Child Care</a>           | VA    | \$470,308 | Child Care Director | \$63,670        | <b>\$71,194</b>  | 2023 |
| <a href="#">Threshold Services Inc</a>                   | AK    | \$468,893 | Director            | \$69,866        | <b>\$77,354</b>  | 2023 |
| <a href="#">Empoweru Specialty Fitness Inc</a>           | PA    | \$470,330 | President           | \$48,000        | <b>\$53,844</b>  | 2024 |
| <a href="#">Bienvenu Counseling Services Inc</a>         | LA    | \$470,351 | President           | \$110,153       | <b>\$140,467</b> | 2023 |
| <a href="#">The Barnabas Connection</a>                  | TX    | \$468,825 | Executive Director  | \$72,486        | <b>\$81,561</b>  | 2024 |
| <a href="#">Chesterfield Alternatives Inc</a>            | VA    | \$470,401 | Executive Director  | \$126,692       | <b>\$137,599</b> | 2024 |
| <a href="#">The Alexander House Apostolate</a>           | TX    | \$468,758 | President And Ceo   | \$88,743        | <b>\$99,854</b>  | 2024 |

| ORGANIZATION                                     | STATE | REVENUE   | MATCHED TITLE                   | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|---------------------------------|-----------------|------------------|------|
| <a href="#">North Carolina Values Coalition</a>  | NC    | \$468,733 | Executive Di                    | \$84,999        | <b>\$101,710</b> | 2023 |
| <a href="#">Wellsprings Village Inc</a>          | TX    | \$470,507 | Ex-officio                      | \$70,000        | <b>\$81,091</b>  | 2023 |
| <a href="#">Family And Youth Initiative Inc</a>  | DC    | \$470,539 | Executive Director              | \$65,000        | <b>\$64,161</b>  | 2024 |
| <a href="#">Arizona Caregiver Coalition Inc</a>  | AZ    | \$468,536 | Executive Director Until 7/1/24 | \$35,038        | <b>\$39,024</b>  | 2023 |
| <a href="#">Tri-county Family Justice Center</a> | NM    | \$470,676 | Executive Di                    | \$101,340       | <b>\$122,606</b> | 2024 |
| <a href="#">Charis Youth Center</a>              | CA    | \$468,404 | Executive Director              | \$127,360       | <b>\$127,360</b> | 2023 |
| <a href="#">Bring On The Spectrum Inc</a>        | NY    | \$468,382 | Ceo                             | \$39,192        | <b>\$39,837</b>  | 2024 |
| <a href="#">Covenant Place Foundation</a>        | MO    | \$470,877 | President And Ceo               | \$17,274        | <b>\$20,580</b>  | 2024 |

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

## Sample, role match & sensitivity

|                 |   |
|-----------------|---|
| PEER COUNT      | 2000 organizations. Compensation range \$290–\$493,385; filing years 2020–2025.   |
| SIZE BASIS      | Matched on total revenue (\$469,604); for reference, expenses \$524,716 and assets \$2,414,224.   |
| ROLE MATCH      | Douglas Riley, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.      |
| RELATED-ORG PAY | 124 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

**OUTLIERS** 51 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 | 17 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 19 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 0 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 96 <sup>th</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 (Douglas Riley) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,694 is reasonable (approximately the 17<sup>th</sup> 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.