

This analysis benchmarks the total compensation of **Amanda Strauss, Executive Director / CEO** (\$11,377) against the **2000** closest of **2,751** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Amanda Strauss — 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 (P83).
BUDGET	Total revenue between \$150,750 and \$337,500 — 0.67x to 1.50x the subject's \$225,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,751 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,550	\$26,408	\$45,785	\$67,144	\$87,617	\$11,377
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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 RI 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
Grace-mar Services Inc	NC	\$224,988	President	\$40,000	\$44,376	2023
Noah's Ark Daycare Inc	IA	\$224,984	Daycare Director	\$34,742	\$39,672	2024
Pan American Medical Association Of Central Florida Inc	FL	\$225,020	Executive Director	\$24,000	\$24,208	2023
Brian Gibbons Homeless Outreach Inc	CT	\$224,973	Program Director	\$78,375	\$76,637	2024
Palatka Christian Service Center Inc	FL	\$224,972	Executive	\$23,555	\$23,077	2024
Love In The Name Of Christ Of Clackamas County Oregon	OR	\$225,056	Executive Director	\$75,000	\$72,636	2024
Asi - Stillwater Inc	MN	\$224,910	President/tr	\$68,006	\$68,273	2025
Ride For Joy	ID	\$224,899	Executive Dir.	\$62,969	\$69,858	2024
Educare Arizona	AZ	\$224,893	Director/swhd Ceo	\$13,889	\$13,930	2024
Life Mower County	MN	\$224,891	Executive Dir.	\$52,917	\$54,530	2024
Babe Of Wabash County Inc	IN	\$225,143	Executive Di	\$41,241	\$45,356	2024
Adorers Of The Holy Cross Busy Bee Child Care	CA	\$225,235	Director	\$12,573	\$11,656	2023
Treme Community Education Program Inc	LA	\$224,759	Executive Director	\$40,610	\$46,635	2024
Dsquared Homes For The Homeless	AZ	\$224,732	Director	\$50,000	\$50,148	2024
The Sophia Institute	SC	\$224,720	Execuitive Director	\$54,167	\$60,674	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lila Lane Outreach	TX	\$225,282	Executive Director	\$48,000	\$51,553	2023
Hagerstown Day Nursery	MD	\$225,290	Executive Director	\$56,615	\$56,830	2023
Autism Health Insurance Project Inc	CA	\$225,306	President/program Director	\$91,250	\$84,601	2023
Shepherds Center Of The Greenbrier Valley	WV	\$225,307	Executive Director	\$56,433	\$62,080	2025
Families And Individuals Sharing Hope	MN	\$224,642	Executive Director	\$87,097	\$89,752	2024
Fairhaven Ministry Of Faith Hope & Love	LA	\$224,626	Director	\$19,800	\$22,737	2024
Running 4 Heroes Inc	FL	\$224,590	President	\$10,525	\$10,311	2024
Life Has No Boundaries Co	IN	\$225,462	Executive Director	\$60,000	\$67,936	2023
Girls Incorporated Foundation Trust	NY	\$224,516	Executive Di	\$16,316	\$15,376	2024
Sav A Life Of Limestone County Inc	AL	\$225,519	Executive Director	\$29,558	\$33,302	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 **2000** organizations. Compensation range \$19–\$399,108; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$225,000); for reference, expenses \$15,120 and assets \$209,880. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Amanda Strauss, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	177 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	8 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 (Amanda Strauss) 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 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 \$11,377 is reasonable (approximately the 10th 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.