

Shadybrook Inc

Executive Director / CEO

EIN 340821255
 OH · NTEE X99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sarah Widener, Executive Director / CEO** (\$56,160) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

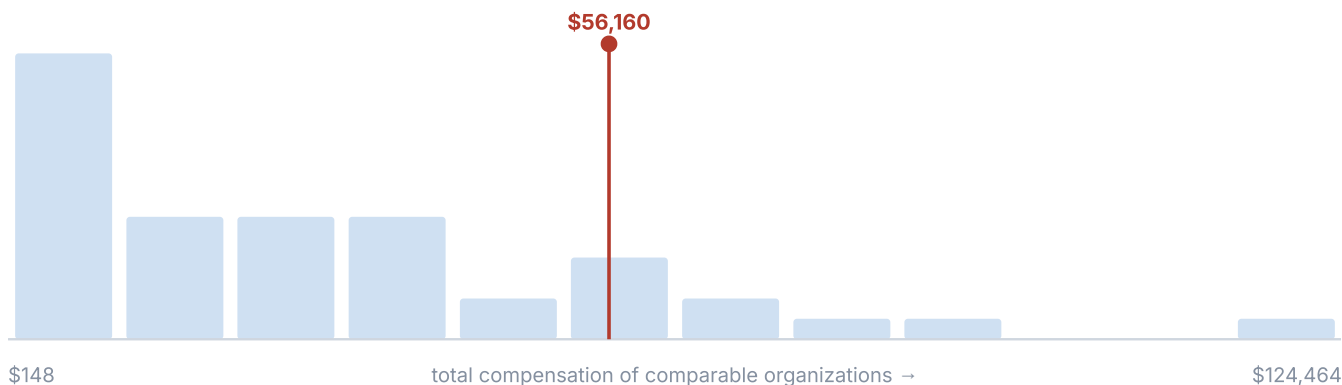
Benchmarked executive: Sarah Widener — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (X99).
- BUDGET** Total revenue between \$50,882 and \$113,916 — 0.67x to 1.50x the subject's \$75,944 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,729	\$9,132	\$22,889	\$41,055	\$61,447	\$56,160
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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 OH 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
Next Generation Ministries International	VA	\$75,486	Executive Dir.	\$11,000	\$10,028	2024
The Word Of God	MI	\$75,414	Treasurer	\$4,261	\$4,152	2024
Home Heart	MN	\$76,805	President	\$72,400	\$67,544	2024
Crossover Restoration Foundation	TX	\$77,175	President/ceo	\$86,400	\$84,010	2023
John Shiver Ministries Inc	FL	\$79,640	President	\$53,850	\$49,174	2023
Kwm World Outreach Inc	GA	\$72,198	President	\$6,400	\$6,076	2024
Ywca Mclean County Foundation	IL	\$80,269	Ceo/presiden	\$8,752	\$7,914	2025
Camp Zimmerman Foundation Incorporated	OH	\$71,216	Camp Manager	\$9,900	\$9,900	2024
Sherwood Christian Outreach Center	PA	\$80,957	President	\$26,500	\$24,951	2024
Peace Ambassadors Usa	TN	\$81,417	President	\$22,000	\$22,479	2023
Heartstream Resources	NC	\$82,843	President	\$22,789	\$22,889	2023
Christian Ministry Center	MN	\$68,110	President	\$9,000	\$8,644	2023
Xtend Ministries International	TX	\$83,807	President	\$57,742	\$56,145	2023
Plainview Meditation Center Inc	NY	\$84,512	President	\$4,800	\$3,989	2025
Beloved Warriors Inc	IN	\$85,303	Founder/ceo	\$36,500	\$36,342	2024
United Research Inc	NC	\$65,623	V/p	\$3,237	\$3,077	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hearts Of Jesus And Mary Ministries	SC	\$63,332	Minister	\$20,042	\$20,324	2023
Little Pee Dee Baptist Association	SC	\$88,585	Executive Board Member	\$150	\$148	2024
St Joseph Of Optina Russian Orthodox Church	VA	\$88,739	Priest	\$15,600	\$14,642	2023
Institute For The Public Understanding Of The Bible	AL	\$89,585	Executive Director & President Of The Board	\$78,400	\$82,330	2023
Spiritual Counterfeits Project Inc	CA	\$91,159	President	\$48,000	\$38,125	2025
Tikvat Am Yisrael Inc	NV	\$91,867	President	\$30,000	\$28,392	2024
American Housing Foundation I Inc	GA	\$92,457	Dr/president	\$131,107	\$124,464	2024
Fellowship Of The Inexhaustible Cup	VA	\$92,814	Manager	\$8,500	\$7,749	2024
Partners In Christ	TN	\$93,259	Executive Director	\$35,000	\$35,761	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **43** organizations. Compensation range \$148–\$124,464; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$75,944); for reference, expenses \$91,865 and assets \$725,539.

ROLE MATCH	Sarah Widener, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	88 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	81 st

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 (Sarah Widener) 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 43 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,160 is reasonable (approximately the 88th 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.