

Shelby County Arc Inc

Executive Director / CEO

EIN 346408693

OH · NTEE P82Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kendra Hamaker, Executive Director / CEO** (\$15,296) against **every comparable organization** that fit the selection criteria — **266** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Kendra Hamaker — reported title "CURRENT DIRE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

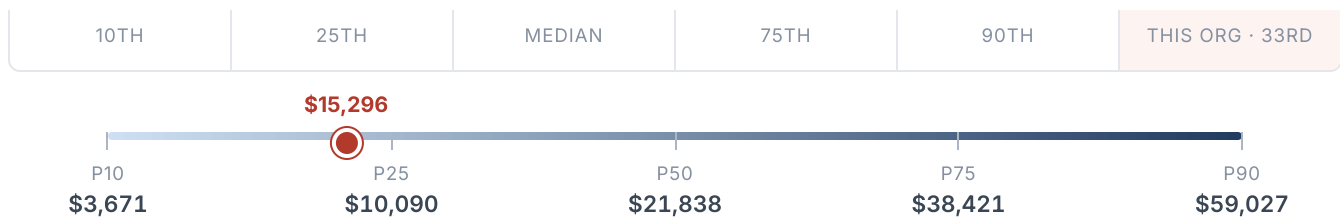
SECTOR	Organizations sharing the subject's NTEE classification (P82Z).
BUDGET	Total revenue between \$34,963 and \$78,276 — 0.67x to 1.50x the subject's \$52,184 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

266 organizations qualified on sector, size, and geography → **266** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,671	\$10,090	\$21,838	\$38,421	\$59,027	\$15,296
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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
Healing Justice Center	NC	\$52,208	Executive Director/board Member	\$3,832	\$3,738	2024
Vinfen Corporation Of Plain Inc	MA	\$52,151	Former Director & Ceo	\$21,978	\$19,197	2023
Lutheran Homes And Health Services	WI	\$52,273	Ceo	\$22,653	\$22,337	2024
Peace Of Thread Inc	GA	\$52,300	President	\$24,432	\$23,879	2023
Veteran Empowerment Neighborhoods	MI	\$52,343	Executive Di	\$4,680	\$4,561	2024
Forever Families Home Study	FL	\$52,368	Director	\$25,000	\$22,828	2023
Vision For Independence Center	WA	\$52,537	Clinic Director	\$24,934	\$21,699	2023
Lauren Mccluskey Foundation	WA	\$51,698	Executive Director	\$71,875	\$62,551	2023
Mental Retardation Community Services Of Nassau County Inc	NY	\$52,678	Chief Executive Officer	\$214,386	\$188,308	2023
Nami Acs Aka Nami Alameda County South	CA	\$52,731	Executive Director	\$64,480	\$52,569	2024
Connecticut Counseling Centers Fund Inc	CT	\$52,807	Executive Director And Pre	\$57,005	\$50,463	2024
Mountain Lake Services Foundation	NY	\$51,373	Executive Dir.	\$27,595	\$23,543	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life Enrichment Trust Of New Jersey Inc	PA	\$53,075	Ceo & President	\$36,502	\$34,368	2024
The Home Place	ND	\$53,187	Ceo	\$23,150	\$24,695	2023
St James Youth Services Inc	GA	\$51,035	Director	\$12,917	\$12,262	2024
Bring It Home Florida Inc	FL	\$50,995	Director	\$29,615	\$26,267	2024
Committee For The Absorption Of Soviet Emigrees	NJ	\$50,967	Presidnet/treasurer	\$102,000	\$88,523	2023
Bay Cove Orchardfield Residence Inc	MA	\$53,403	President/ceo	\$14,439	\$12,612	2023
Conversations To Remember	NJ	\$53,528	Executive Director	\$60,000	\$50,579	2024
The Real Love Company Inc	GA	\$53,599	Key Employee	\$30,500	\$28,954	2024
Path Foundation	PA	\$50,737	President & Ceo	\$56,601	\$54,866	2023
Make A Child Smile Inc	TX	\$50,660	Executive Di	\$20,000	\$18,889	2024
Artists For The Humanities	WI	\$50,511	President	\$26,699	\$27,104	2023
Kelly Apartments Inc	MN	\$53,979	Chief Executive Officer	\$8,191	\$7,867	2023
Polk Prosperity Campaign Inc	FL	\$50,000	Vice President	\$9,975	\$9,109	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	266 organizations. Compensation range \$2–\$257,397; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$52,184); for reference, expenses \$64,280 and assets \$202,590.
ROLE MATCH	Kendra Hamaker, reported title " <i>CURRENT DIRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	91 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	33 rd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	26 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 (Kendra Hamaker) 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 266 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,296 is reasonable (approximately the 33rd 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.