

Southside Services Inc

Executive Director / CEO

EIN 411234377

MN · NTEE P82Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joshua Munsch, Executive Director / CEO** (\$73,260) against **every comparable organization** that fit the selection criteria — **121** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

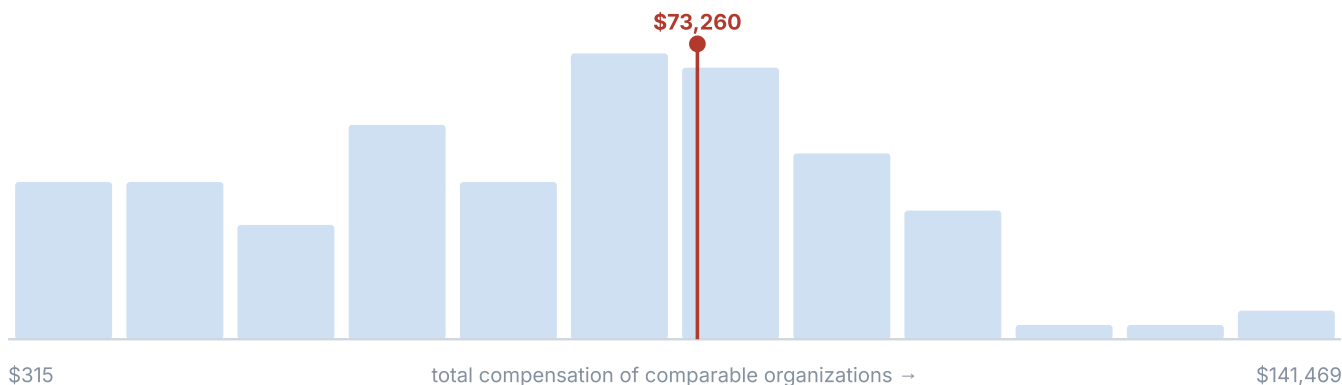
Benchmarked executive: Joshua Munsch — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82Z).
BUDGET	Total revenue between \$298,915 and \$669,214 — 0.67x to 1.50x the subject's \$446,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

121 organizations qualified on sector, size, and geography → **121** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,327	\$35,655	\$62,268	\$81,277	\$95,226	\$73,260
----------	----------	----------	----------	----------	----------



■ 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 MN 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
Greener Life Solutions Inc	MD	\$444,521	Executive Director	\$149,520	\$141,469	2024
Independence Unlimited Inc	CT	\$443,862	Executive Di	\$90,268	\$85,654	2024
Brain Injury Association Of Wyoming	WY	\$442,350	Executive Director	\$28,635	\$31,032	2024
Mid-nebraska Foundation Inc	NE	\$451,053	Chief Executive Officer	\$43,429	\$47,272	2024
Limitless Disability Services Inc	GA	\$452,054	Executive Director	\$40,848	\$42,794	2023
Lee's Foster Home Inc	FL	\$438,839	President	\$36,900	\$36,118	2023
Wings Of Hope Equitherapy	TX	\$435,486	Executive Director	\$58,062	\$58,779	2024
Nellie Byers Training Center Inc	LA	\$434,240	Executive Dir.	\$16,410	\$18,287	2024
Changing Lives Together Foundation	NC	\$460,610	Executive Di	\$2,685	\$2,808	2024
The Friends Network Inc	NY	\$461,917	Executive Director	\$113,372	\$103,678	2024
Small Champions Inc	CO	\$462,558	Executive Director	\$87,600	\$87,519	2023
Scott Cheerful Resident Corp	FL	\$462,825	Director	\$72,000	\$68,452	2024
Community Connections Of Moniteau County Inc	MO	\$463,670	Support Coordinator	\$53,139	\$56,959	2024
The Speak Foundation Inc	FL	\$467,773	President	\$16,080	\$15,288	2024
Ultimate Care	CO	\$424,440	President	\$48,000	\$47,956	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Choice Living Community	TX	\$421,150	Ceo	\$45,541	\$47,465	2023
North Carolina Down Syndrome	NC	\$420,752	Executive Di	\$10,031	\$10,799	2023
Sacred Ground	OH	\$420,314	Executive Director/ceo	\$74,044	\$81,712	2023
Shenandoah County Search Incorporated	VA	\$419,767	Director	\$57,802	\$55,026	2025
Working Wonders	CA	\$418,412	President	\$49,819	\$44,823	2023
Therapy Solutions Children's Services	PA	\$418,205	President	\$41,043	\$40,354	2025
Hope North Carolina Inc	NC	\$417,537	Executive Di	\$74,592	\$75,990	2025
Horses Of Hope Missouri Inc	MO	\$415,120	Executive Director	\$2,466	\$2,643	2024
Down Syndrome Partnership Of North Texas	TX	\$414,776	Exec Dir	\$84,846	\$85,893	2024
The Ability Center For Independent	NM	\$477,892	Executive Di	\$75,405	\$82,078	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **121** organizations. Compensation range \$315–\$141,469; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$446,143); for reference, expenses \$490,697 and assets \$136,074.

ROLE MATCH Joshua Munsch, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	68 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	57 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 (Joshua Munsch) 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 121 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,260 is reasonable (approximately the 68th 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.