

Lee's Summit Cares

Executive Director / CEO

EIN 431301288

MO · NTEE F60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Madden, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Chris Madden — 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 (F60).

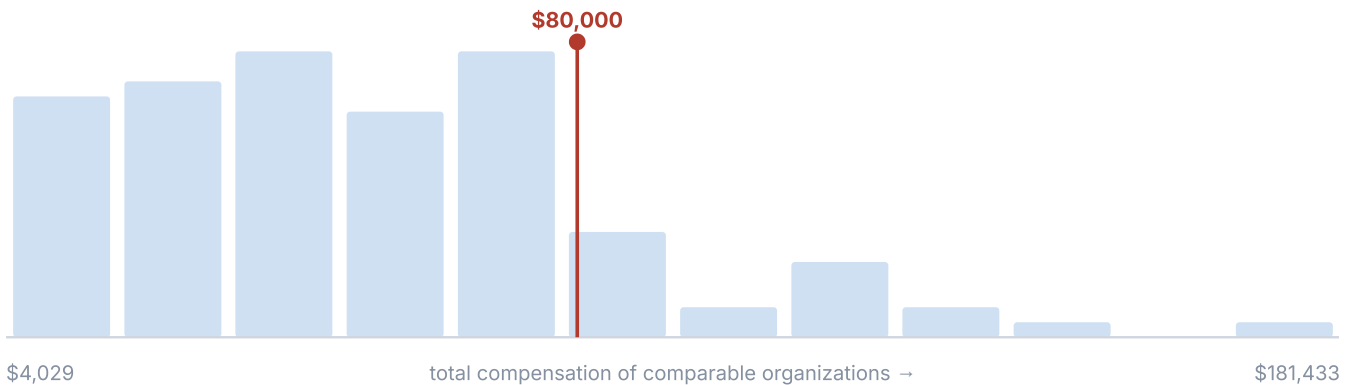
BUDGET Total revenue between \$163,906 and \$366,954 — 0.67x to 1.50x the subject's \$244,636 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography

→ **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,473	\$27,229	\$48,391	\$71,320	\$96,032	\$80,000
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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 MO 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
Domestic Outreach Corporation	PA	\$244,729	President	\$27,000	\$25,422	2024
Adams Place	NV	\$245,465	Executive Dir.	\$64,000	\$60,569	2024
Caldwell-clark	CA	\$242,381	President	\$29,600	\$24,132	2024
Fhgr Inc	KY	\$248,728	Executive Di	\$38,182	\$38,730	2024
Authentic Hope Center For Peace &	OR	\$240,216	Executive Dir.	\$72,327	\$65,288	2023
Path Of Life	WA	\$239,938	Executive Di	\$67,725	\$57,248	2024
Anathallo Counseling Center	PA	\$250,489	Executive Director	\$156,985	\$147,807	2024
4c Children And Family	CA	\$251,266	Ceo	\$10,075	\$8,214	2024
Chazkeinu	MD	\$251,725	Ceo	\$74,041	\$65,355	2024
Nami Of Washington County Inc	WI	\$236,311	Executive Di	\$65,000	\$64,092	2024
Hepc Alliance Inc	MO	\$253,053	Executive Director	\$70,323	\$72,400	2023
Yesh Tikva Inc	CA	\$253,135	Executive Dir.	\$70,655	\$59,305	2023
Benji Project	WA	\$253,155	Executive Director	\$65,132	\$53,637	2025
Fields Of Grace Ministries Inc	GA	\$253,311	Executive Dir.	\$9,000	\$8,544	2024
Living Scripture Institute	PA	\$254,423	President	\$13,962	\$13,146	2024
Michiana Biblical Counseling Center Inc	IN	\$254,975	Executive Director	\$57,015	\$56,768	2024
Firecracker Foundation	MI	\$255,487	Co-director	\$43,776	\$43,921	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heart Tones Inc	TX	\$232,702	President	\$71,334	\$69,361	2023
Center For Early Childhood Connections	CA	\$256,654	Secretary And Co-executive Director	\$49,038	\$41,160	2023
Positive Communication Practices Inc	CA	\$256,977	President	\$93,460	\$78,447	2023
Counseling Center Of Highlands	NC	\$227,552	Executive Director	\$35,299	\$34,436	2024
Terri Schiavo Life & Hope Network Inc	FL	\$261,768	President	\$74,896	\$66,429	2024
Families Reaching Into Each New Day Inc	RI	\$262,237	Pres./exec.dir.	\$19,500	\$17,654	2024
Changing Lanes Ministries Inc	OK	\$226,786	Executive Direc	\$104,041	\$108,165	2024
One Recovery	CA	\$226,696	President	\$62,500	\$50,955	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 104 organizations. Compensation range \$4,029–\$181,433; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$244,636); for reference, expenses \$362,522 and assets \$333,352. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	86 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	85 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 (Chris Madden) 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 104 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 86th 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.