

Sanctuary In The Ordinary

Executive Director / CEO

EIN 431622145

MO · NTEE T70Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jeffrey Buck, Executive Director / CEO** (\$82,209) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

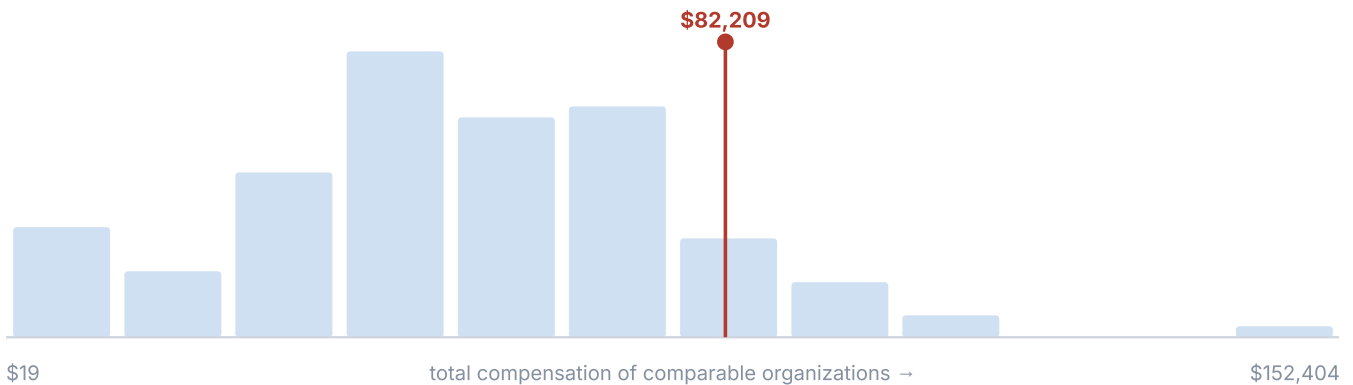
Benchmarked executive: Jeffrey Buck — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70Z).
BUDGET	Total revenue between \$236,855 and \$530,272 — 0.67x to 1.50x the subject's \$353,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

115 organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,224	\$36,518	\$51,069	\$67,163	\$81,003	\$82,209
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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
Earthshare Chapters Inc	DC	\$352,363	Ceo	\$45,046	\$37,322	2024
Burlington County Farm Fair Inc	NJ	\$356,297	Manager	\$12,000	\$10,116	2024
United Way Of Southeast Georgia	GA	\$359,491	Executive Di	\$55,200	\$52,403	2024
United Way Of Danville-pittsylvania	VA	\$362,518	President/ceo	\$73,847	\$65,585	2025
United Way Of Corinth And Alcorn	MS	\$366,629	Executive Di	\$72,000	\$77,948	2023
United Way Of Wilkes County Inc	NC	\$367,727	Secretary	\$55,900	\$54,534	2024
United Way Of Eastern La Salle County	IL	\$338,512	Executive Dir.	\$62,400	\$56,428	2025
United Way Of Yuma County Inc	AZ	\$370,731	President And Ceo	\$75,589	\$68,636	2024
Branch County United Way Inc	MI	\$334,091	Executive Di	\$49,855	\$48,585	2024
Association For Benevolent Care Inc	OH	\$373,732	Executive Director	\$18	\$19	2023
United Way Of Grays Harbor	WA	\$332,853	Executive Director	\$79,600	\$69,273	2023
Jewish Community Center And Federation	GA	\$332,699	Executive Director	\$38,462	\$36,513	2024
United Way Of Mcpherson County Inc	KS	\$332,669	Executive Director	\$39,849	\$40,646	2024
Northwest Montana United Way Inc	MT	\$332,083	Executive Director	\$29,600	\$31,015	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Carlton County Inc	MN	\$331,291	Executive Director	\$40,250	\$38,660	2023
Corona Norco United Way	CA	\$377,249	Chief Executive Officer	\$105,960	\$86,387	2024
Perry County Community Health Task Force	MO	\$328,753	Director	\$50,688	\$50,688	2024
United Way Of Pekin	IL	\$328,737	Executive Dir.	\$50,310	\$45,494	2025
United Way Of Maury County Inc	TN	\$378,346	Exec Director	\$49,468	\$49,094	2024
United Way Of The Flint Hills Inc	KS	\$379,032	Executive Di	\$68,959	\$72,416	2023
United Way Of 1000 Lakes	MN	\$326,308	Executive Director	\$63,093	\$60,600	2023
Uwgr Holding Company Inc	NY	\$384,924	President & Ceo	\$55,237	\$45,911	2025
United Way Of Columbia County Inc	AR	\$320,695	Executive Di	\$5,003	\$5,310	2024
United Way Of Illinois Valley	IL	\$319,703	Vice President	\$61,969	\$56,038	2025
United Way Of Lincoln County	NC	\$388,180	Executive Director	\$65,015	\$63,426	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 115 organizations. Compensation range \$19–\$152,404; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$353,515); for reference, expenses \$404,649 and assets \$1,660,731.
ROLE MATCH	Jeffrey Buck, reported title " <i>Executive Director</i> ", 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.
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	91 st
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	83 rd

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 (Jeffrey Buck) 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 10, 2026, comparing compensation against 115 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,209 is reasonable (approximately the 91st 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 10, 2026.