

# Friends Of Samaritans Place Inc

Executive Director / CEO

EIN 432082107  
 TN · NTEE Q123  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Marilen Morris, Executive Director / CEO** (\$38,500) against **every comparable organization** that fit the selection criteria — **460** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

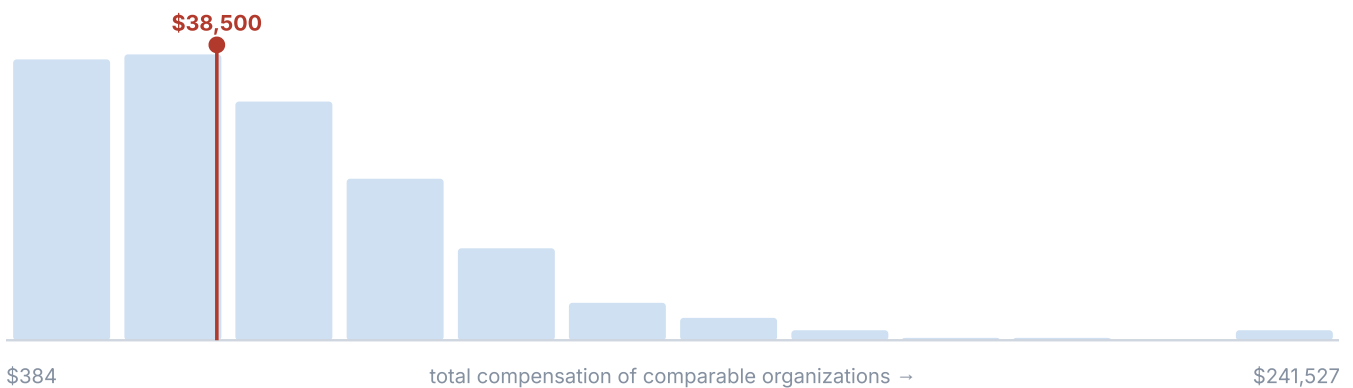
**Benchmarked executive:** Marilen Morris — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q123).
- BUDGET** Total revenue between \$148,932 and \$333,430 — 0.67x to 1.50x the subject's \$222,287 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**460** organizations qualified on sector, size, and geography → **460** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$8,916	\$20,641	\$41,102	\$64,512	\$90,631	\$38,500
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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 TN 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
<a href="#">Least Of These Ministries Inc</a>	MD	\$222,248	President & Executive Director	\$42,600	<b>\$37,889</b>	2024
<a href="#">Crosscampus International Inc</a>	SC	\$222,204	President	\$72,000	<b>\$71,459</b>	2024
<a href="#">Life Raft International Inc</a>	VA	\$221,723	Director	\$27,300	<b>\$25,077</b>	2024
<a href="#">Raiz Ministry</a>	TX	\$221,533	Director	\$4,800	<b>\$4,568</b>	2024
<a href="#">Cuba Independiente Inc</a>	FL	\$223,167	President	\$12,000	<b>\$10,725</b>	2024
<a href="#">Aice Inc</a>	MD	\$223,203	Executive Director	\$166,818	<b>\$148,372</b>	2024
<a href="#">Building New Hope</a>	PA	\$223,321	Executive Director	\$33,005	<b>\$33,559</b>	2022
<a href="#">All Things New Inc</a>	FL	\$223,630	Formerpresident	\$36,667	<b>\$32,770</b>	2024
<a href="#">Hands Of Hope</a>	SC	\$223,889	President	\$22,864	<b>\$22,692</b>	2024
<a href="#">Zeelo Inc</a>	KS	\$220,438	Director	\$106,000	<b>\$108,944</b>	2024
<a href="#">Aguaclara Reach Inc</a>	NY	\$224,320	Director	\$86,121	<b>\$74,035</b>	2024
<a href="#">Doyle Jones Ministries Inc</a>	TX	\$220,109	President	\$88,962	<b>\$90,735</b>	2022
<a href="#">Ten Thousand Homes</a>	TX	\$220,094	President	\$51,174	<b>\$48,700</b>	2024
<a href="#">Blossoming Rose</a>	MI	\$219,965	President	\$45,970	<b>\$45,140</b>	2024
<a href="#">Helping Hands Inc</a>	NC	\$219,842	President	\$946	<b>\$906</b>	2025
<a href="#">The Kaifa Group Inc</a>	NY	\$224,787	Director	\$20,400	<b>\$18,056</b>	2023
<a href="#">The Hyogo Business &amp; Cultural Center</a>	WA	\$225,136	Executive Director	\$107,805	<b>\$89,456</b>	2025
<a href="#">Pdes Transition Inc</a>	TX	\$219,260	Manager	\$10,860	<b>\$10,335</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Only A Servant Ministries Inc</a>	TX	\$225,357	Director	\$69,300	<b>\$65,949</b>	2024
<a href="#">Building Together Inc</a>	NY	\$225,539	President	\$12,000	<b>\$10,620</b>	2023
<a href="#">Cattle For Christ International Inc</a>	AL	\$218,962	President	\$79,000	<b>\$83,592</b>	2023
<a href="#">Amigos De Seattle</a>	WA	\$218,826	Executive Director	\$34,599	<b>\$29,470</b>	2024
<a href="#">American Friends Of Emek Beracha In</a>	NY	\$225,751	President	\$21,260	<b>\$17,805</b>	2025
<a href="#">American Medical Institute Inc</a>	TX	\$225,800	Director/manager	\$55,207	<b>\$52,538</b>	2024
<a href="#">Us Diplomatic Studies Foundation</a>	AZ	\$226,075	President	\$43,927	<b>\$40,190</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 460 organizations. Compensation range \$384–\$241,527; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$222,287); for reference, expenses \$275,412 and assets \$2,623,857.

**ROLE MATCH** Marilen Morris, reported title *"DIRECTOR"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 15 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	45 <sup>th</sup>

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 (Marilen Morris) 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 460 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,500 is reasonable (approximately the 47<sup>th</sup> 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.