

Unsheltered International

Executive Director / CEO

EIN 454893553

AL · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Travis Sharpe, Executive Director / CEO** (\$26,455) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Dr Travis Sharpe — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

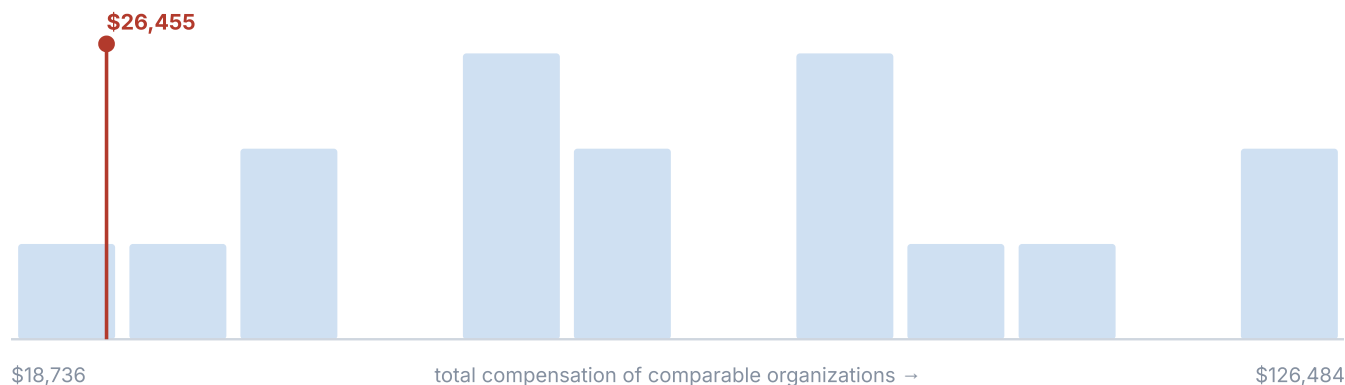
BUDGET Total revenue between \$302,432 and \$677,088 — 0.67x to 1.50x the subject's \$451,392 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + AL + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,988

\$53,308

\$66,226

\$91,243

\$113,751

\$26,455



■ 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 AL 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
Agape Of North Alabama Inc	AL	\$446,333	Exec Director	\$106,330	\$103,279	2024
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$41,117	2024
Restore Ministries Of	AL	\$467,912	Counselor	\$127,891	\$124,222	2024
Fishers Farm Corporation	AL	\$430,838	Director Of	\$59,875	\$58,157	2024
White Men For Racial Justice Inc	AL	\$473,500	Director	\$101,250	\$98,345	2024
L&b Community Development Corp	AL	\$475,408	Director	\$63,000	\$61,193	2024
Aero Missions	AL	\$493,040	Director	\$66,871	\$64,952	2024
Southeast Alabama Works Inc	AL	\$405,443	Executive Director	\$87,051	\$84,554	2024
The Centre	AL	\$503,852	Director/counselor	\$83,610	\$83,610	2023
Alabama Possible	AL	\$522,882	Executive Director	\$126,484	\$126,484	2023
Huntsville Assistance Program	AL	\$354,281	Executive Di	\$67,500	\$67,500	2023
Kidz Outdoors Inc	AL	\$347,019	Secretar/tre	\$19,800	\$18,736	2025
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$56,411	2024
Unite Inc	AL	\$318,018	Executive Director	\$33,830	\$32,859	2024
Hope Outdoors Inc	AL	\$610,289	National Director	\$45,300	\$44,000	2024
Neighborhood Christian Center Of Al	AL	\$620,206	Director	\$91,500	\$88,875	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2023 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 AL 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 16 organizations. Compensation range \$18,736–\$126,484; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$451,392); for reference, expenses \$478,951 and assets \$242,726.

ROLE MATCH Dr Travis Sharpe, reported title "*President & CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	6 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 (Dr Travis Sharpe) 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 16 similarly situated organizations (Same NTEE sector (P20) + AL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,455 is reasonable (approximately the 6th 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.