

Isaiah 55 Inc

Executive Director / CEO

EIN 455598105
 OH · NTEE P85
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shannon Carr, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **85** 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

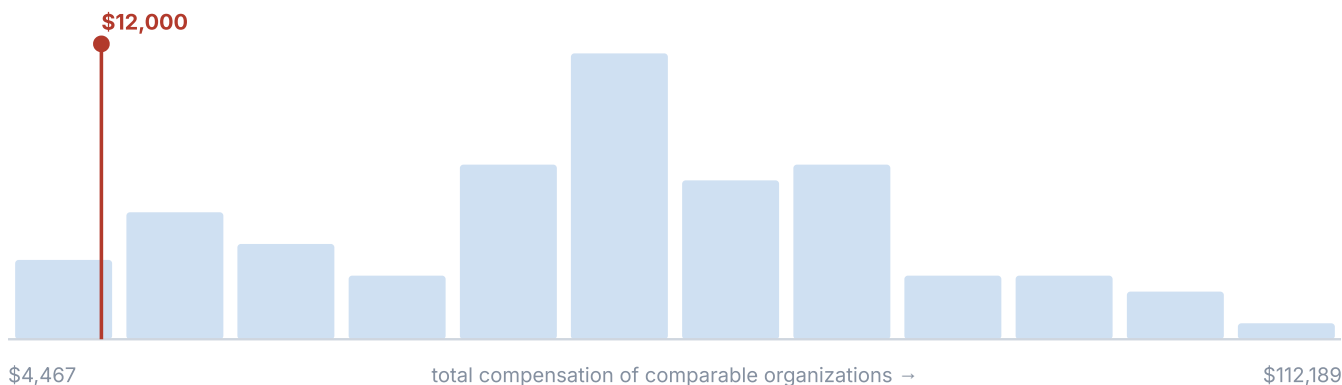
Benchmarked executive: Shannon Carr — reported title “Founder/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P85).
- BUDGET** Total revenue between \$214,098 and \$479,325 — 0.67x to 1.50x the subject's \$319,550 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,277	\$36,115	\$52,930	\$68,064	\$83,101	\$12,000
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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 OH 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
Street Ministries Inc	OH	\$319,760	President/executive Director	\$4,420	\$4,551	2023
Women's Medical Respite	MO	\$318,497	Executive Director	\$8,545	\$8,545	2024
The Widows Mite	NV	\$321,504	Board Member, Community Member	\$24,419	\$23,110	2024
The Open Door Community (Presbyter)	MD	\$324,893	Former Direc	\$18,915	\$16,696	2024
Sisters Of Solace	MO	\$327,391	Executive Di	\$33,348	\$33,348	2024
Serenity Homes	MN	\$327,799	Executive Director	\$22,000	\$21,131	2023
Help Right Here	TN	\$328,137	Co-executive Director	\$53,428	\$54,590	2023
People Helping People In Hernando County Inc	FL	\$307,245	Executive Director	\$39,814	\$36,356	2023
Water Drop	CA	\$334,061	Co-president	\$6,479	\$5,282	2024
Boxes Of Love For The Homeless	NH	\$302,994	President (1	\$23,400	\$21,002	2023
Together Helping Others Inc	NY	\$341,620	Chairman	\$60,000	\$52,701	2023
New Beginning Center	CA	\$296,616	Ceo	\$66,738	\$54,410	2024
Gather Make Shelter	OR	\$296,091	Executive Dir.	\$55,000	\$49,648	2023
Kinsman Redeemer Homeless Ministry	TN	\$343,282	Executive Director	\$16,155	\$16,033	2024
Residency	CA	\$293,428	Ceo	\$52,367	\$42,694	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A New Beginning For Women And Children	KY	\$289,579	Director	\$40,000	\$41,773	2023
Every Avenue	TX	\$350,028	Ceo	\$100,000	\$94,444	2024
Family Promise Of Mid Michigan	MI	\$288,472	Executive Director	\$56,160	\$56,346	2023
Growgood Inc	CA	\$353,609	Executive Director	\$97,146	\$81,540	2023
Matsu Valley Interfaith Hospitality Network	AK	\$283,770	Executive Director	\$52,685	\$48,961	2023
Little Birthday Angels Inc	FL	\$356,626	Executive Di	\$51,201	\$45,413	2024
Friends Of The Carpenter	WA	\$357,085	Executive Director	\$53,371	\$45,115	2024
Canopy Young Adult Community House Inc	KY	\$281,396	Board Chair	\$50,000	\$52,216	2023
Oregon Trail Of Hope	OR	\$360,635	Director Of Development	\$56,660	\$49,679	2024
Community On The Rise	AL	\$277,666	Executive Di	\$86,658	\$88,391	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 85 organizations. Compensation range \$4,467–\$112,189; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$319,550); for reference, expenses \$279,033 and assets \$182,558.

ROLE MATCH Shannon Carr, reported title "*Founder/CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	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 (Shannon Carr) 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 85 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 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.