

Adams Quest

Executive Director / CEO

EIN 460557340

PA · NTEE P20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Robert Jamison, Executive Director / CEO** (\$52,631) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

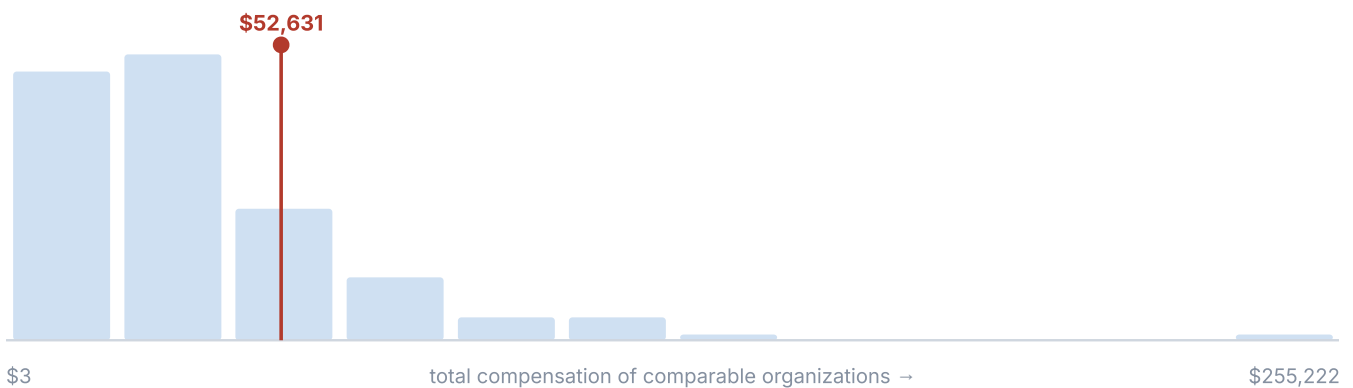
Benchmarked executive: Robert Jamison — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$54,924 and \$122,965 — 0.67x to 1.50x the subject's \$81,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,788	\$15,957	\$29,948	\$52,194	\$72,417	\$52,631
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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 PA 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
Patch Our Planet Inc	FL	\$82,203	Executive Di	\$71,624	\$67,472	2024
Skyway Housing Foundation Inc	FL	\$82,745	Executive Director	\$150,000	\$141,304	2024
Shields For Kids Inc	TX	\$82,833	Employee	\$15,403	\$15,451	2024
Victory Christian Ministries Of	FL	\$82,839	President	\$127,217	\$123,382	2023
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$88,268	2023
Shelter Resources Inc	LA	\$80,584	Exective Director	\$98,572	\$108,842	2024
Waymakers Center	TN	\$80,299	President And Treasurer	\$22,500	\$24,417	2023
Metro Baptist Center Incorporated	IN	\$83,770	Executive Director/ceo	\$49,638	\$54,042	2023
Doylestown Business And Community Alliance	PA	\$80,143	Office Manager	\$20,916	\$20,916	2024
Hwc Foundation Inc	OK	\$83,936	Ceo	\$18,950	\$20,924	2024
Recovery Cafe Columbus	IN	\$79,639	Executive Director	\$12,003	\$13,068	2023
Heart Of Unlimited Boundaries	OH	\$84,571	Executive Di	\$39,788	\$43,506	2023
Iglesia Camino Verdad Y Vida	NY	\$78,852	President	\$9,353	\$8,475	2024
Breaking Ground Inc	IL	\$85,306	Executive Director	\$5,385	\$5,309	2024
Village Resources Incorporated	NJ	\$85,329	Executive Director/ceo	\$24,500	\$22,583	2023
Believe Community Services Inc	FL	\$85,360	Executive Director	\$325	\$316	2023
Flickinger Learning Center	IA	\$85,672	Executive Director	\$54,942	\$58,770	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mulberry Place Inc	AR	\$78,254	Executive Director	\$21,642	\$25,114	2023
Black Child Development Institute Colorado	CO	\$86,471	Affiliate President	\$31,582	\$31,264	2023
Assist - Flathead Valley	MT	\$86,611	System Ceo	\$37,517	\$41,751	2023
True Community Development Corporation	NY	\$86,648	Executive Director	\$33,150	\$30,925	2023
Winchester-frederick-clark Faith	VA	\$86,677	Executive Di	\$32,656	\$32,553	2023
Juan Diez Rancheros	IA	\$86,839	Pres/exec Dir	\$47,537	\$52,194	2024
Selflessservice Inc	PA	\$87,194	Executive Di	\$28,800	\$29,651	2023
Academic Technology And Wellness Academy	SC	\$76,695	Executive Director	\$29,500	\$30,861	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	141 organizations. Compensation range \$3–\$255,222; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$81,977); for reference, expenses \$89,007 and assets \$4,641.
ROLE MATCH	Robert Jamison, reported title " <i>Director</i> ", 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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	75 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	64 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 (Robert Jamison) 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 141 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,631 is reasonable (approximately the 75th 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.