

Rise Up 4 Christ Inc

Executive Director / CEO

EIN 460905967

GA · NTEE P33

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Addeo, Executive Director / CEO** (\$13,800) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

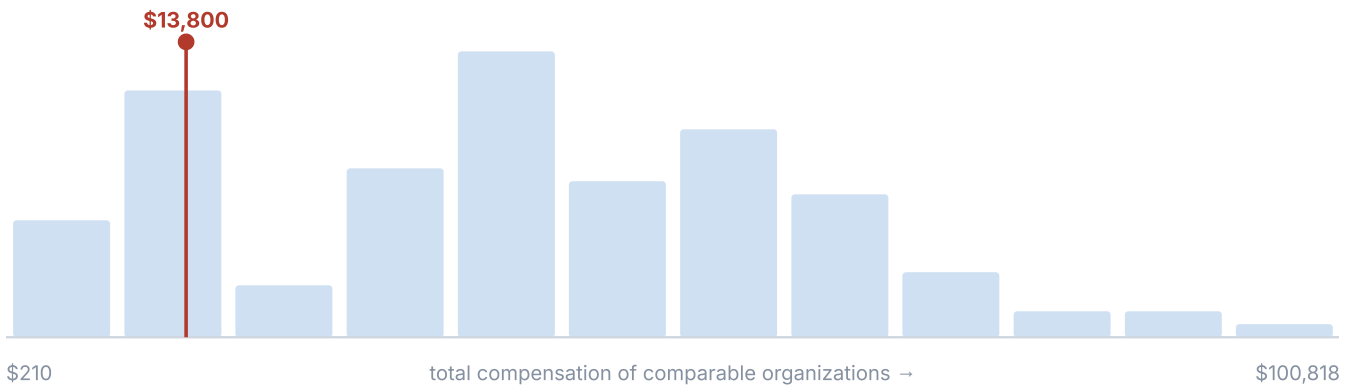
Benchmarked executive: Kelly Addeo — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$122,248 and \$273,690 — 0.67x to 1.50x the subject's \$182,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,790	\$19,594	\$38,542	\$53,449	\$64,828	\$13,800
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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 GA 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
Son-shine Corner Inc	MN	\$183,452	Executive Director	\$45,751	\$47,514	2023
Sugar & Spice Child Care Center	MI	\$183,796	President	\$50,000	\$52,685	2024
Friendship Christian Learning Center Inc	OH	\$176,823	Administrator	\$33,280	\$37,047	2023
Lily Missions Center	MI	\$189,295	President	\$24,615	\$26,703	2023
Little Blossom Learning Center	SD	\$174,767	Executive Di	\$14,615	\$16,466	2024
Yolandas World Of Learning Center Inc	LA	\$173,066	President	\$4,506	\$5,065	2024
Dree's Plahouse Christian Academy Inc	IN	\$172,755	Executive Director	\$1,500	\$1,662	2023
First Gethsemane Center For Family Development Inc	KY	\$172,706	Board Member	\$7,643	\$8,630	2023
Little Tikes Daycare Inc	SD	\$192,554	Co-ex Director	\$25,381	\$28,596	2024
Child Christ Playhouse Ministries	IN	\$194,908	President	\$9,901	\$10,659	2024
Toledo Independent Childcare Center	OH	\$195,395	Ceo	\$13,800	\$15,362	2023
Platte County Day Care Center	WY	\$169,116	Executive Director	\$43,753	\$46,596	2025
Center City Academy Inc	KS	\$197,304	Development Director	\$65,000	\$71,687	2024
Pateros Treehouse Early Education	WA	\$167,603	Executive Director	\$27,000	\$25,406	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Native American Child Care Center Inc	IA	\$198,432	Executive Director	\$54,998	\$63,292	2023
Ortega Trail Youth Center Inc	CA	\$198,831	Secretary	\$53,281	\$48,355	2023
Linked Together Inc	NH	\$165,914	Executive Director	\$106,954	\$100,818	2024
Cooperation Station	MN	\$199,204	Director	\$43,468	\$45,142	2023
Community Childhood Learning Place	ME	\$200,452	President	\$200	\$210	2023
Crestline Child Care Inc	OH	\$201,072	Director	\$42,798	\$46,275	2024
Country Living Learning Center	CO	\$202,409	Center Director	\$37,894	\$38,190	2023
Cornerstone Association Of Ministers And Educators Inc	TX	\$202,695	Vice President	\$12,000	\$12,255	2024
Chicago Latvian Child Care And Preschool	IL	\$202,749	Director	\$50,033	\$51,698	2023
Teach & Learn Childcare Inc	OH	\$203,003	Director	\$24,050	\$26,772	2023
Church Street Community Ltd	NY	\$203,463	Director	\$33,850	\$31,226	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2025 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 GA 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 116 organizations. Compensation range \$210–\$100,818; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$182,460); for reference, expenses \$140,192 and assets \$468,185.

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

RELATED-ORG PAY 4 peers 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	21 st
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	20 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 (Kelly Addeo) 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 116 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,800 is reasonable (approximately the 21st 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.