

# The Tree House Foundation Inc

Executive Director / CEO

EIN 461440298

FL · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsay Brooke Sammons, Executive Director / CEO** (\$53,323) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lindsay Brooke Sammons — 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 (P40).

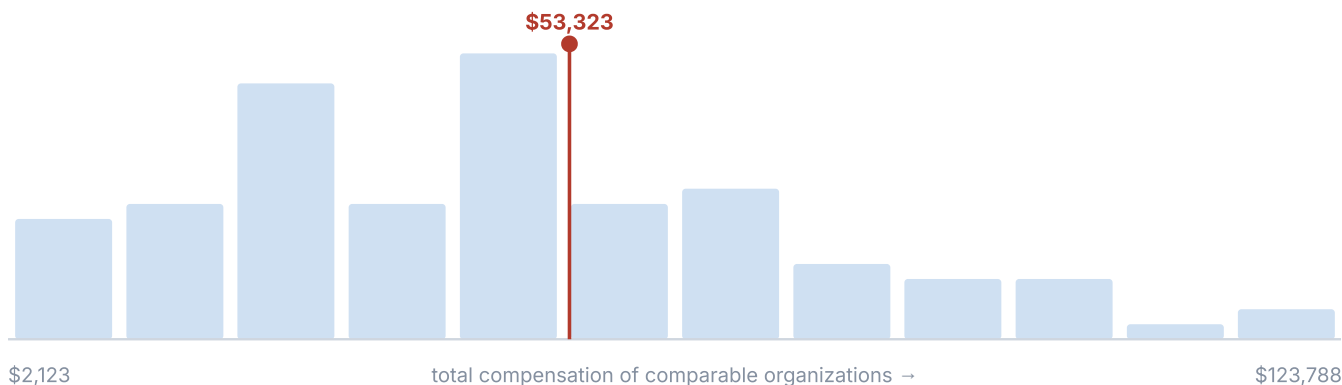
**BUDGET** Total revenue between \$114,247 and \$255,777 — 0.67x to 1.50x the subject's \$170,518 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**97** organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,849

\$28,557

\$45,637

\$63,794

\$86,560

**\$53,323**



## ● 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 FL 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="#">Cov Co Partnership For Children</a>	AL	\$171,144	Treasurer	\$8,400	<b>\$9,945</b>	2023
<a href="#">Jennings County Council On Domestic Violence Inc</a>	IN	\$169,801	Executice Director	\$53,257	<b>\$59,784</b>	2024
<a href="#">Radical Love</a>	IL	\$169,699	President	\$32,632	<b>\$34,150</b>	2024
<a href="#">See Forward Ukraine Inc</a>	MA	\$172,141	Executive Dir.	\$50,000	<b>\$47,828</b>	2024
<a href="#">Real Dads Network Incorporated</a>	NY	\$172,618	President	\$21,176	<b>\$20,369</b>	2024
<a href="#">Families First Inc</a>	PA	\$168,206	Director	\$72,064	<b>\$74,526</b>	2025
<a href="#">Black Lives Matter 5280</a>	CO	\$174,327	Board Chairperson	\$104,100	<b>\$109,395</b>	2023
<a href="#">Pregnancy And Family Services</a>	AL	\$174,575	Executive Director	\$39,684	<b>\$45,637</b>	2024
<a href="#">Martin Area Resource Center</a>	MI	\$174,732	Executive Di	\$25,245	<b>\$28,557</b>	2023
<a href="#">United Services For Effective Parenting Ohio Inc</a>	OH	\$176,743	Executive Director	\$84,825	<b>\$95,636</b>	2024
<a href="#">Reclaiming Our Community</a>	MO	\$164,095	Director	\$15,806	<b>\$17,820</b>	2024
<a href="#">Family Promise Of Irving</a>	TX	\$177,050	Executive Director	\$50,219	<b>\$53,474</b>	2024
<a href="#">National House Of Hope Inc</a>	FL	\$162,181	Director	\$71,417	<b>\$76,541</b>	2022
<a href="#">Cutliff Grove Family Resource</a>	GA	\$180,982	Executive Di	\$27,069	<b>\$28,973</b>	2024
<a href="#">Orphans Treasure Box Books</a>	IL	\$159,725	Chair	\$10,133	<b>\$10,604</b>	2024
<a href="#">Fathers Alive In The Hood</a>	NY	\$158,240	Executive Director	\$9,691	<b>\$9,597</b>	2023
<a href="#">Families Helping Families</a>	IA	\$157,744	Exec Dir - (Current) Partial	\$6,923	<b>\$7,862</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Childrens Center Of Transylvania County Inc</a>	NC	\$184,128	Exec Dir	\$50,250	<b>\$56,902</b>	2023
<a href="#">Embraced International Inc</a>	NC	\$184,336	Executive Director	\$24,207	<b>\$27,412</b>	2023
<a href="#">Selah</a>	CO	\$185,436	Executive Director	\$58,458	<b>\$59,669</b>	2024
<a href="#">Instituto Del Hogar Celia Y Harris Bunker Inc</a>	PR	\$185,705	Executive Director	\$46,493	<b>\$47,866</b>	2023
<a href="#">Goodwill Ventures</a>	IN	\$153,600	Board Member	\$27,429	<b>\$30,791</b>	2024
<a href="#">Do Your Children Believe Inc</a>	GA	\$187,895	President	\$38,449	<b>\$42,369</b>	2023
<a href="#">The Toby Center For Family</a>	FL	\$188,296	Ceo	\$69,639	<b>\$69,639</b>	2024
<a href="#">Scholl Community Impact Group Inc</a>	WI	\$190,051	Volunteer	\$2,800	<b>\$3,113</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	97 organizations. Compensation range \$2,123–\$123,788; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$170,518); for reference, expenses \$177,387 and assets \$44,202.
ROLE MATCH	Lindsay Brooke Sammons, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Lindsay Brooke Sammons) 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 97 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,323 is reasonable (approximately the 64<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.