

# The Profound Treasury Dharma Foundation Inc

Executive Director / CEO

EIN 461957635  
 NY · NTEE X99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Susan Rhodes, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

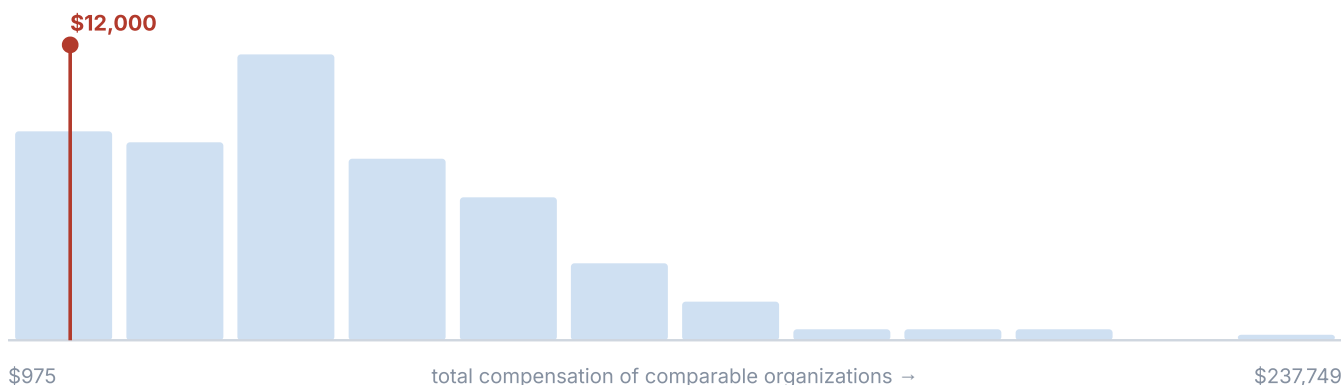
**Benchmarked executive:** Susan Rhodes — reported title “TREASURER & EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$133,162 and \$298,125 — 0.67x to 1.50x the subject's \$198,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**213** organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$14,492</b> 10TH	<b>\$29,966</b> 25TH	<b>\$51,400</b> MEDIAN	<b>\$80,713</b> 75TH	<b>\$107,298</b> 90TH	<b>\$12,000</b> THIS ORG · 8TH
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\$12,000



## ■ 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 NY 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="#">Camp Christian Of Northeast Oklahoma Inc</a>	OK	\$198,689	Executive Director	\$38,796	<b>\$48,672</b>	2023
<a href="#">New Life Christian Center Inc</a>	IN	\$198,595	Pastor President	\$6,000	<b>\$7,209</b>	2023
<a href="#">Workforce Chaplaincy</a>	CA	\$197,484	Chief Executive Officer	\$139,100	<b>\$132,923</b>	2024
<a href="#">Project Trust Inc</a>	NJ	\$197,359	President	\$118,560	<b>\$117,145</b>	2024
<a href="#">Rogers Public Education Foundation</a>	AR	\$200,270	Executive Di	\$52,500	<b>\$67,236</b>	2023
<a href="#">The Kings Men</a>	PA	\$196,549	Officer	\$59,559	<b>\$65,729</b>	2024
<a href="#">Community Kids</a>	MI	\$196,132	Mission/vision Director	\$44,800	<b>\$52,684</b>	2023
<a href="#">Compassion Counseling</a>	TN	\$196,114	Director	\$50,000	<b>\$58,162</b>	2024
<a href="#">Shepherding The Nations</a>	CA	\$201,635	Intern'l Dir	\$61,300	<b>\$58,578</b>	2024
<a href="#">Peregrino Hermitage Ltd</a>	CO	\$195,414	President	\$24,000	<b>\$26,220</b>	2023
<a href="#">The Tent Inc</a>	TN	\$195,225	Executive Director	\$39,996	<b>\$47,899</b>	2023
<a href="#">Rawtools Inc</a>	CO	\$202,903	Executive Director	\$59,900	<b>\$65,440</b>	2023
<a href="#">Webster Men Of Courage Inc</a>	LA	\$203,025	Director	\$60,000	<b>\$75,274</b>	2023
<a href="#">Child Evangelism Fellowship Eastern Pennsylvania</a>	PA	\$203,630	Director	\$36,081	<b>\$40,995</b>	2023
<a href="#">Harry Wilson Ministries Inc</a>	OK	\$203,876	President	\$80,000	<b>\$97,486</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brent Gambrell Ministries</a>	TN	\$192,827	President	\$47,702	<b>\$57,128</b>	2023
<a href="#">Vaad Hakashruth Of Kansas City Inc</a>	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	<b>\$63,049</b>	2023
<a href="#">Underground House Of Prayer</a>	SD	\$206,489	President	\$15,667	<b>\$19,700</b>	2023
<a href="#">The 102 Project</a>	NE	\$206,598	Executive Di	\$40,000	<b>\$47,611</b>	2024
<a href="#">True Daughters Inc</a>	NC	\$206,637	President	\$68,958	<b>\$81,180</b>	2023
<a href="#">Christian Healing Network</a>	CO	\$206,697	Executive Dir.	\$32,815	<b>\$33,924</b>	2025
<a href="#">Limestone County Churches Involved</a>	AL	\$207,703	President	\$14,958	<b>\$17,883</b>	2024
<a href="#">North Georgia Interfaith Minis</a>	GA	\$189,684	Exec Director	\$51,365	<b>\$58,843</b>	2023
<a href="#">Current Of Tampa Bay Inc</a>	FL	\$208,514	President	\$11,200	<b>\$11,644</b>	2024
<a href="#">The Momentum Group</a>	ID	\$188,950	Ceo	\$43,661	<b>\$51,400</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **213** organizations. Compensation range \$975–\$237,749; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$198,750); for reference, expenses \$195,775 and assets \$131,809.

ROLE MATCH	Susan Rhodes, reported title <i>"TREASURER &amp; EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Susan Rhodes) 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 213 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 8<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.