

This analysis benchmarks the total compensation of **Elizabeth Moulthrop, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

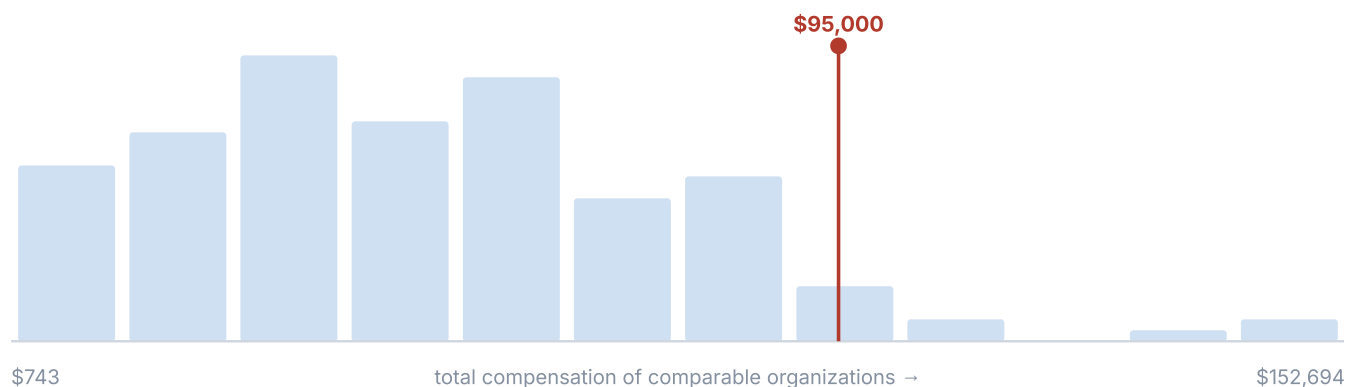
**Benchmarked executive:** Elizabeth Moulthrop — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$161,084 and \$360,636 — 0.67x to 1.50x the subject's \$240,424 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**143** organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,729	\$26,675	\$43,895	\$67,258	\$82,375	\$95,000
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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 NC 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="#">Word Game Players Organization</a>	MN	\$240,589	Treasurer, Director	\$3,800	<b>\$3,530</b>	2024
<a href="#">Lets Go Services</a>	VA	\$240,936	Executive Director	\$33,231	<b>\$30,162</b>	2024
<a href="#">Evangelical Alliance For Immigration</a>	AR	\$241,550	Director	\$80,500	<b>\$85,060</b>	2024
<a href="#">Info For Families Inc</a>	GA	\$238,935	President	\$161,548	<b>\$152,694</b>	2024
<a href="#">Woosaa Wellness Inc</a>	NY	\$242,434	Chair	\$70,019	<b>\$61,234</b>	2023
<a href="#">Field Of Dreams Inc</a>	CA	\$238,158	Secretary	\$30,150	<b>\$24,474</b>	2024
<a href="#">Communities United For Action</a>	OH	\$237,858	Executive Director	\$77,297	<b>\$76,960</b>	2024
<a href="#">Entrusted Houston</a>	TX	\$243,479	Executive Dir.	\$40,000	<b>\$38,724</b>	2023
<a href="#">Seeds Of Harmony Inc</a>	AZ	\$237,318	Executive Dir.	\$56,791	<b>\$51,343</b>	2024
<a href="#">Beyond Violence Inc</a>	PA	\$244,604	Executive Director	\$43,680	<b>\$42,157</b>	2023
<a href="#">Fish For Life Inc</a>	CA	\$246,187	President	\$70,000	<b>\$56,821</b>	2024
<a href="#">Crack House Ministries</a>	OH	\$234,126	President	\$78,230	<b>\$80,190</b>	2023
<a href="#">Victory Restoration Centers</a>	LA	\$246,790	President	\$3,462	<b>\$3,584</b>	2024
<a href="#">Williamsburg Area Faith In Action I</a>	VA	\$247,693	Executive Director	\$69,615	<b>\$63,186</b>	2024
<a href="#">Mount Olives Community Center Inc</a>	MA	\$233,125	President	\$15,735	<b>\$13,685</b>	2023
<a href="#">Gift Of Hope Inc</a>	MO	\$247,837	Executive Di	\$83,121	<b>\$80,626</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Waterfront Village Inc</a>	DC	\$248,116	Executive Director	\$77,500	<b>\$63,931</b>	2024
<a href="#">Desert Sol Inc</a>	AZ	\$232,668	President/ceo	\$3,000	<b>\$2,712</b>	2024
<a href="#">Next Steps The Colony</a>	TX	\$249,284	Case Manager	\$75,371	<b>\$72,967</b>	2023
<a href="#">Extended Family</a>	AL	\$230,175	Executive Director	\$39,646	<b>\$40,263</b>	2024
<a href="#">Refuge Widowers Inc</a>	GA	\$229,326	Founder/ceo	\$91,567	<b>\$86,549</b>	2024
<a href="#">Share Community</a>	CA	\$251,687	President	\$95,596	<b>\$77,597</b>	2024
<a href="#">Welcome Home Montrose Inc</a>	CO	\$229,142	Executive Director	\$41,500	<b>\$37,407</b>	2024
<a href="#">Kukulu Kumuhana O Anahola</a>	HI	\$252,145	Executive Dir.	\$69,022	<b>\$58,091</b>	2024
<a href="#">Junebug Mother And Child Inc</a>	VT	\$253,845	Excutive Director	\$59,085	<b>\$55,905</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 NC 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	<b>143</b> organizations. Compensation range \$743–\$152,694; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$240,424); for reference, expenses \$257,362 and assets \$52,756.
ROLE MATCH	Elizabeth Moulthrop, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Elizabeth Moulthrop) 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 143 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 96<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.