

Rise Up 4 Change Inc

Executive Director / CEO

EIN 463462691

FL · NTEE O99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela M Thomas, Executive Director / CEO** (\$13,931) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O99).

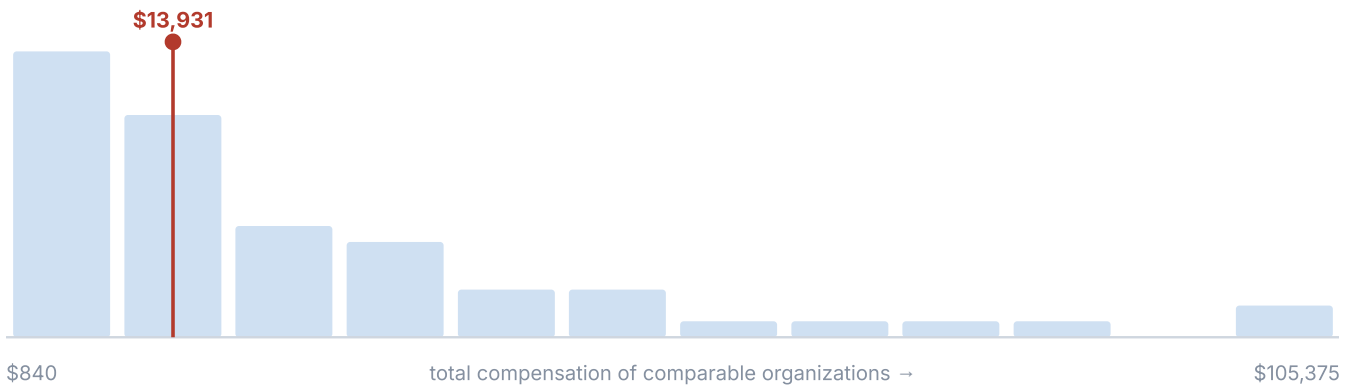
BUDGET Total revenue between \$33,875 and \$75,840 — 0.67x to 1.50x the subject's \$50,560 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,150	\$6,803	\$14,999	\$29,980	\$54,782	\$13,931
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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 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
Camp Wa-ja-to Corporation	KS	\$50,227	Administration Manager	\$20,340	\$23,391	2024
Community Works Youth Development	CA	\$50,000	President & Ceo	\$3,000	\$2,758	2024
Embrace Her Legacy Foundation	NY	\$49,484	Ceo And Chair Of The Board Of Directors	\$30,274	\$29,980	2023
Bethlehem Youth Court Inc	NY	\$49,186	Director	\$39,360	\$38,979	2023
Leborne Development	AR	\$51,962	President	\$13,400	\$16,507	2023
Anahuak Youth Sports Association	CA	\$48,323	President	\$6,040	\$5,552	2024
Abused Childrens Fund Inc	CA	\$48,317	Former Director	\$9,500	\$8,991	2023
A Leadership Journey	RI	\$47,994	Program Manager	\$6,841	\$6,803	2025
A Place Of Refuge	MI	\$47,815	Director	\$12,000	\$13,185	2024
Kirk Horn Music Fund	OH	\$53,459	Music Director	\$17,750	\$20,603	2023
Men2boys	FL	\$47,235	President	\$13,279	\$13,671	2023
Coal City Colts Inc	WV	\$53,919	President	\$1,855	\$2,201	2023
Fresh	MD	\$47,190	Executive Director	\$25,000	\$25,614	2023
Bgcfw Support Corporation	IN	\$54,511	Chair	\$74,507	\$83,639	2024
Reclaiming Americas Communities Through Empowermen	CA	\$46,500	Chief Executive Officer	\$37,211	\$35,214	2023
United Services Youth Inc	NC	\$54,655	Program Facilitator	\$91,310	\$103,398	2023
Readers Are Leaders	VA	\$46,193	President	\$5,000	\$5,291	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Junior Achievement Of Central Florida	FL	\$46,114	President	\$24,431	\$25,153	2023
Camp Fire Usa Midland County	MI	\$55,168	Executive Dir.	\$57,928	\$65,527	2023
West Alameda County Conference	CA	\$55,699	Commissioner	\$30,000	\$27,575	2024
Girls On Shred	MT	\$44,110	Executive Director	\$1,100	\$1,262	2024
Boys And Girls Clubs Of Palm Beach	FL	\$57,190	President & Ceo	\$7,430	\$7,430	2024
Woodland Amateur Hockey Association	MN	\$57,760	Gambling Man	\$20,433	\$21,492	2024
412 Sports Ministries	PA	\$58,495	Executive Di	\$15,625	\$17,077	2023
National Center For Arts And Technology	PA	\$42,077	President & Ceo	\$55,356	\$58,763	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.

■ Sample, role match & sensitivity

PEER COUNT	57 organizations. Compensation range \$840–\$105,375; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$50,560); for reference, expenses \$26,421 and assets \$200,423. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Angela M Thomas, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 13 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	47 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	39 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 (Angela M Thomas) 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 57 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,931 is reasonable (approximately the 47th 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.