

Samaritan's Hand Inc

Executive Director / CEO

EIN 463804732

WI - NTEE W99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kent Kollath, Executive Director / CEO** (\$72,100) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

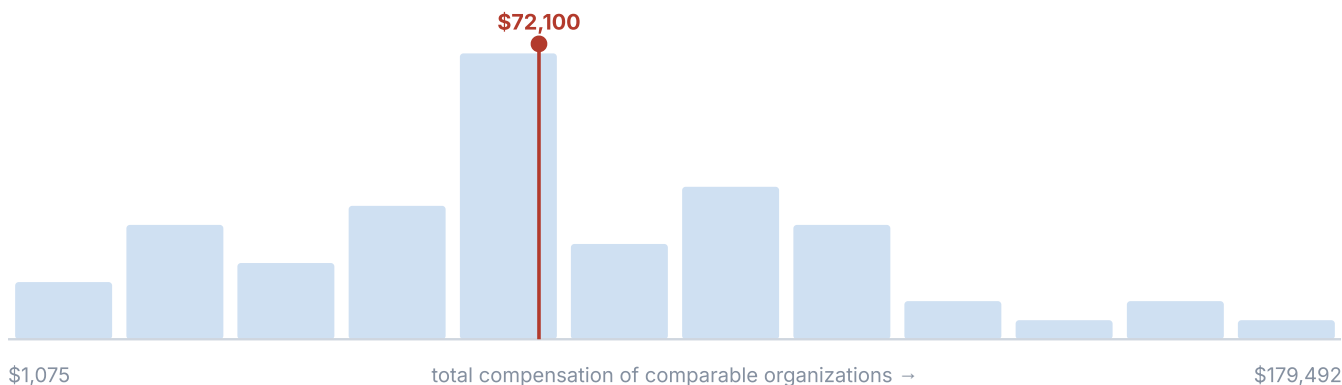
Benchmarked executive: Kent Kollath — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$315,444 and \$706,219 — 0.67x to 1.50x the subject's \$470,813 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,165	\$53,085	\$71,143	\$98,500	\$118,861	\$72,100
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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 WI 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
Utah Foundation	UT	\$473,338	President	\$162,747	\$154,916	2024
Migrants Foundation Inc	FL	\$474,218	Executive Director	\$85,008	\$74,272	2024
Corporation For New Jersey Local Media	NJ	\$480,160	Executive Director	\$25,000	\$21,373	2023
Fort Lawn Community Center Inc	SC	\$481,698	Exec Director	\$72,000	\$69,859	2024
Brazilian Resource Center Inc	MA	\$484,505	President	\$85,000	\$71,039	2024
Kansas Association Of Community	KS	\$485,510	Executive Di	\$57,790	\$56,569	2025
The Salvation Army Albuquerque Residences Inc	CA	\$453,092	President	\$32,694	\$27,032	2023
Moral Compass Federation Inc	VA	\$445,112	Ceo, Vice President	\$80,659	\$72,432	2024
Us Marshals Survivors Benefit Fund	MT	\$502,453	Executive Dir.	\$55,200	\$56,975	2023
RjioK Foundation	OK	\$429,260	President	\$91,700	\$93,911	2024
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,428	2024
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$114,133	2023
Options For Women Mankato	MN	\$519,724	Former Executive Director	\$70,375	\$66,584	2023
Prospect Business Association	MO	\$522,442	Executive Director	\$110,833	\$112,403	2023
In The Weeds	CO	\$415,629	Executive Dir.	\$64,434	\$57,462	2024
Sead Project	MN	\$526,122	Co-director	\$75,000	\$68,924	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Designed Healthy Living Inc	VA	\$530,387	President/ceo	\$123,950	\$111,308	2024
Northwest Hub	OR	\$409,241	Executive Di	\$55,502	\$47,937	2024
Noe Valley Association	CA	\$405,291	Exec/secr	\$42,000	\$33,730	2024
Raising Multicultural Kids	MA	\$402,135	Ex. Director	\$86,800	\$70,674	2025
Allegheny Force Football Club	PA	\$400,190	Director Of Coaching	\$52,395	\$50,031	2023
Dress For Success Denver	CO	\$399,056	Executive Director	\$77,598	\$71,246	2023
Radian Placematters Inc	CO	\$543,160	Executive Di	\$135,143	\$124,081	2023
New York Appleseed Inc	NY	\$543,962	Executive Dir.	\$135,823	\$114,148	2024
Seeds Family Worship Inc	TN	\$396,767	President	\$75,100	\$73,418	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 60 organizations. Compensation range \$1,075–\$179,492; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$470,813); for reference, expenses \$468,446 and assets \$856,163.

ROLE MATCH Kent Kollath, 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 1 peer 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	52 nd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	48 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 (Kent Kollath) 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 60 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,100 is reasonable (approximately the 52nd 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.