

Dignity Period

Executive Director / CEO

EIN 470985149
 MO · NTEE Q33
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Angie Wiseman, Executive Director / CEO** (\$140,675) against **every comparable organization** that fit the selection criteria — **239** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

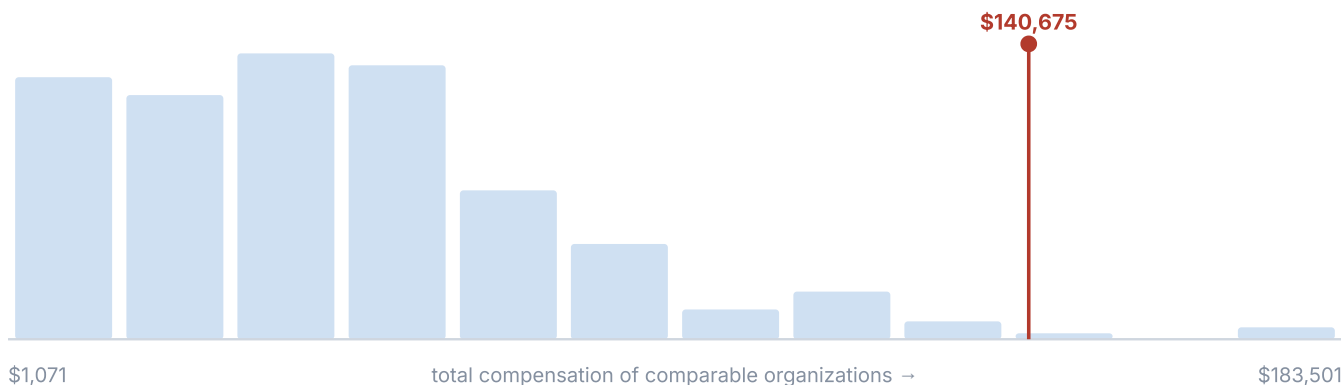
Benchmarked executive: Angie Wiseman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$275,248 and \$616,227 — 0.67x to 1.50x the subject's \$410,818 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

239 organizations qualified on sector, size, and geography → **239** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,987	\$23,611	\$42,290	\$61,336	\$87,116	\$140,675
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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 MO 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
Arm In Arm In Africa	MN	\$410,393	Executive Di	\$22,167	\$20,680	2024
Phyllis Sortor Schools For Afr	WA	\$411,482	Director	\$6,497	\$5,492	2024
Christ Sanctuary International	CA	\$409,988	President	\$12,000	\$9,783	2024
Belief In Motion Inc	GA	\$409,915	President/missionary	\$36,750	\$34,888	2024
The Chijnaya Foundation Inc	CA	\$408,488	Operations M	\$69,625	\$56,764	2024
Hearts Of Joy International Corp	NJ	\$414,996	Executive Dir.	\$81,500	\$68,702	2024
Equalhealth Inc	MA	\$415,758	Director	\$45,600	\$38,688	2024
Serving Paraguay Inc	OK	\$405,236	President	\$33,500	\$34,828	2024
Project Lucas Inc	VA	\$416,713	Executive Di	\$60,000	\$56,313	2023
Hands Of Mercy Ministries	CO	\$416,864	Founder	\$42,000	\$38,024	2024
Adm Capital Foundation Inc	MA	\$404,766	Clerk	\$12,300	\$10,436	2024
Develop Africa	TN	\$404,644	President/executive Director	\$25,000	\$24,811	2024
Giving To Extremes	VA	\$417,228	President	\$50,000	\$45,581	2024
Acts 4 Rwanda Inc	AR	\$402,991	Executive Dir.	\$37,926	\$41,438	2023
Wellspringkaritas Foundation	PA	\$402,071	President	\$86,957	\$81,873	2024
International Center For Advocates Against Discrimination Inc	NY	\$420,329	Co-founder & Legal Innovator	\$60,000	\$52,701	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
City Of Refuge Inc	SD	\$400,655	Co-director	\$48,000	\$50,016	2024
Come Go With Us Inc	SC	\$399,686	Treasurer	\$64,167	\$63,203	2024
Mriya Report Inc	CA	\$399,430	Secretary	\$7,940	\$6,665	2023
Together Ministry Inc	GA	\$399,401	Founder	\$15,750	\$15,393	2023
Embracing Hope Ethiopia Inc	PA	\$397,418	Managing Dir	\$35,880	\$33,782	2024
Fne International Inc	MA	\$396,470	Executive Director	\$31,200	\$27,253	2023
Mobility Worldwide	MO	\$426,417	Executive Di	\$13,292	\$13,292	2024
Americas Hand In Hand	MT	\$394,922	Secretary	\$2,400	\$2,515	2023
Croatian Relief Services Inc	NJ	\$426,897	President	\$30,000	\$26,036	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 239 organizations. Compensation range \$1,071–\$183,501; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$410,818); for reference, expenses \$383,453 and assets \$908,299.

ROLE MATCH Angie Wiseman, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	98 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 (Angie Wiseman) 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 239 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,675 is reasonable (approximately the 99th 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.