

Ruth's Way Inc

Executive Director / CEO

EIN 471662346
 MA · NTEE T30
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nicole Lawrence Obrien, Executive Director / CEO** (\$45,500) against **every comparable organization** that fit the selection criteria — **231** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

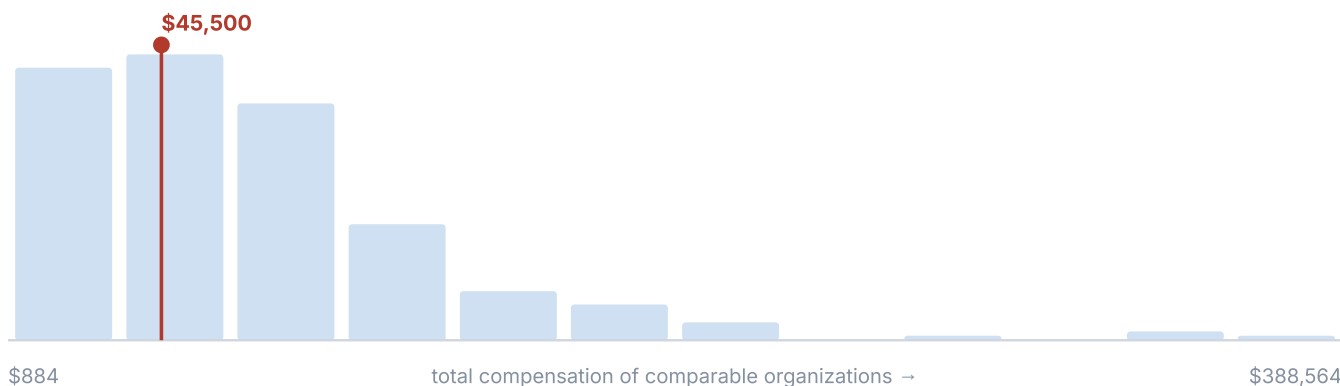
Benchmarked executive: Nicole Lawrence Obrien — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T30).
- BUDGET** Total revenue between \$269,845 and \$604,132 — 0.67x to 1.50x the subject's \$402,755 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

231 organizations qualified on sector, size, and geography → **231** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,550	\$28,783	\$60,360	\$94,703	\$134,581	\$45,500
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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 MA 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
Houston Food Bank Endowment Inc	TX	\$404,475	President & Ceo	\$76,743	\$90,278	2023
Worldbuilders Inc	WI	\$404,915	Fmr Exec Dir	\$8,615	\$10,581	2023
Riverside County Physicians Memorial	CA	\$400,463	Ceo	\$50,138	\$49,454	2024
The Dragon Kim Foundation	CA	\$399,009	Chair-founder	\$113,679	\$112,127	2024
Merlin's Magic Wand Foundation	CA	\$398,879	Foundation Manager	\$71,322	\$70,348	2024
Project Alive	FL	\$407,104	President	\$88,293	\$94,745	2024
Fresh Start For All Nations	NE	\$407,228	Vice President	\$48,000	\$58,971	2024
Rehema Home Us Fundraising Inc	NY	\$407,357	Executive Director	\$43,042	\$44,427	2024
Ybor City Chamber Of Commerce Inc	FL	\$408,535	President Ceo	\$55,000	\$57,498	2025
The Next Chapter Foundation Inc	CO	\$396,464	President	\$66,904	\$73,279	2024
Vandergrift Lacrosse Booster	TX	\$409,148	Program Director	\$30,000	\$33,395	2025
Talor Gooch Foundation Inc	OK	\$410,360	Director & Secr	\$72,903	\$91,697	2024
Cise - Sgo	OH	\$410,610	President	\$16,185	\$19,581	2024
Http	DC	\$394,172	Executive Director	\$98,654	\$98,888	2024
Wilkes County Community Partnership Inc	GA	\$391,762	Executive Director	\$41,483	\$47,645	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Michigan Statewide Independent Living Corporation	MI	\$390,744	Executive Director	\$107,505	\$126,749	2024
Multitude Of Mercies Foundation	OR	\$416,764	President	\$85,000	\$90,166	2024
Houston Marathon Foundation	TX	\$417,366	Executive Director	\$22,070	\$24,568	2025
Brookshire Brothers Charitable	TX	\$417,884	Treasurer	\$20,236	\$23,805	2023
Shalom Mountain Inc	NY	\$418,262	Executive Director	\$65,514	\$67,622	2024
Cast Hope	CA	\$387,121	Officer	\$82,500	\$81,374	2024
The Claddagh Fund Charities Inc	MA	\$387,075	Executive Di	\$39,000	\$41,214	2023
Interserv Foundation	MO	\$418,738	Executive Director	\$11,200	\$13,550	2024
Farmers Electric Charitable Foundation	TX	\$419,884	Executive Director	\$180,924	\$212,833	2023
House Of Help City Of Hope Inc	DC	\$385,223	Exec Director	\$67,820	\$67,980	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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 231 organizations. Compensation range \$884–\$388,564; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$402,755); for reference, expenses \$380,885 and assets \$-58,528.

ROLE MATCH	Nicole Lawrence Obrien, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	53 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	39 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	24 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 (Nicole Lawrence Obrien) 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 231 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,500 is reasonable (approximately the 39th 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.