

This analysis benchmarks the total compensation of **Crissy Heath, Executive Director / CEO** (\$64,176) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

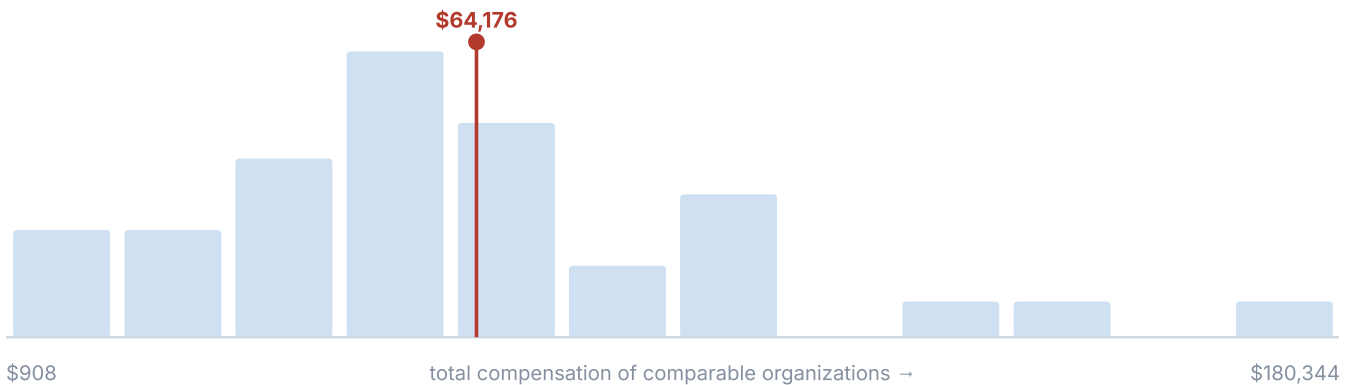
Benchmarked executive: Crissy Heath — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

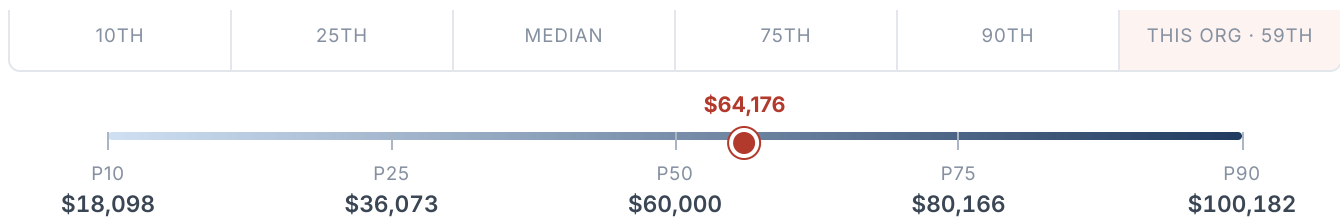
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$274,446 and \$614,431 — 0.67x to 1.50x the subject's \$409,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NC + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,098	\$36,073	\$60,000	\$80,166	\$100,182	\$64,176
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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
Winstonnet Inc	NC	\$408,371	Executive Director	\$86,107	\$88,650	2023
Back On Track Addiction Ministries	NC	\$407,903	Executive Director	\$53,750	\$53,750	2024
Bertie County Hive House	NC	\$402,250	Ceo	\$50,500	\$50,500	2024
Freedom United	NC	\$395,510	Executive Dir.	\$131,242	\$131,242	2024
Jubilee Home	NC	\$384,440	Executive Director	\$82,140	\$82,140	2024
Dream Team Foundation Inc	NC	\$369,829	Executive Director	\$42,292	\$42,292	2024
Community Partners Of Hope Inc	NC	\$452,915	Board Member	\$980	\$980	2024
Guilford Green Foundation	NC	\$459,128	Executive Di	\$92,131	\$94,852	2023
Abandon Project Inc	NC	\$459,940	Executive Director	\$65,000	\$66,920	2023
Alongside Families	NC	\$359,076	Executive Director	\$31,675	\$32,611	2023
Southern Alamance Family Empowerment Inc	NC	\$350,382	Executive Director	\$72,115	\$74,245	2023
Family Promise Of Moore County	NC	\$349,773	Executive Director	\$62,072	\$60,472	2025
Emite Inc	NC	\$485,187	Executive Director	\$59,064	\$59,064	2024
Gaston Residential Development Inc	NC	\$329,537	President	\$19,201	\$18,706	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Donate Life North Carolina	NC	\$324,314	Executive Dir.	\$92,829	\$92,829	2024
Piedmont Environmental Alliance Inc	NC	\$320,119	Exeutive Director	\$62,500	\$62,500	2024
One Place	NC	\$319,653	President	\$10,797	\$11,116	2023
Christ Cares 4 U Ministries Inc	NC	\$313,388	President	\$60,000	\$60,000	2024
Pineville Neighbors Place	NC	\$506,759	Executive Dir.	\$70,000	\$70,000	2024
Norooz Foundation Inc	NC	\$509,005	President	\$42,000	\$43,241	2023
Strong Life Ministries	NC	\$304,867	Presdent/director	\$17,800	\$18,326	2023
Cape Fear Flying Association Inc	NC	\$517,814	President	\$34,000	\$34,000	2024
Hope Abounds Inc	NC	\$297,741	Vice President	\$60,000	\$60,000	2024
Casa Azul De Wilson	NC	\$296,270	Herrera-picasso	\$52,000	\$53,536	2023
Unete Inc	NC	\$524,543	Executive Director	\$99,600	\$99,600	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 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 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.

Sample, role match & sensitivity

PEER COUNT	34 organizations. Compensation range \$908–\$180,344; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$409,621); for reference, expenses \$450,146 and assets \$210,555.
ROLE MATCH	Crissy Heath, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	53 rd

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 (Crissy Heath) 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 34 similarly situated organizations (Same NTEE sector (P20) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,176 is reasonable (approximately the 59th 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.