

Mission 615 Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Eric Anderson, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Eric Anderson — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P60).

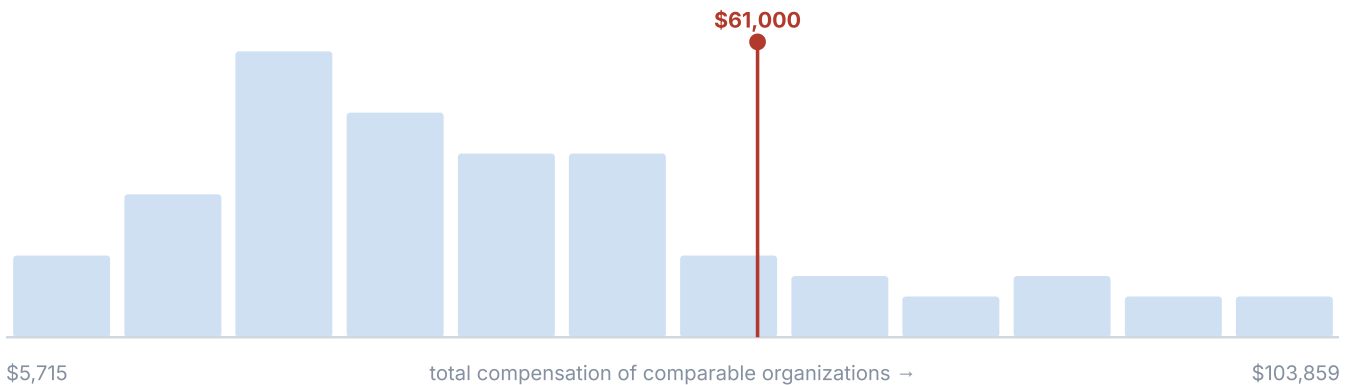
BUDGET Total revenue between \$139,723 and \$312,813 — 0.67x to 1.50x the subject's \$208,542 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,012

\$25,795

\$37,628

\$54,550

\$74,943

\$61,000



● 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 TN 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
Together We Achieve	IA	\$209,805	President	\$33,000	\$34,375	2024
Frog Ministry Inc	FL	\$207,187	President	\$49,920	\$43,464	2025
Life Line Of Sampson County Inc	NC	\$210,875	Executive Director	\$25,860	\$25,420	2024
Tender Foundation Inc	GA	\$211,147	Executive Director	\$24,000	\$23,636	2023
Florida Automobile Dealers	FL	\$205,050	President	\$47,873	\$44,049	2023
Every Warrior Network	LA	\$203,801	Chair	\$34,588	\$37,304	2023
Community Action Social Services & Education Inc	TX	\$203,584	Executive Director	\$49,390	\$47,002	2024
Angel Baskets Inc	CO	\$202,270	Executive Director	\$51,000	\$46,524	2024
New Hope On The Last Frontier	AK	\$214,863	Executive Director	\$62,047	\$56,434	2024
Angel Heart Pajama Project	AZ	\$220,442	Executive Di	\$60,000	\$54,896	2024
Innovative Humanitarian Solutions Inc	TX	\$195,397	President	\$73,250	\$69,708	2024
Guernsey County Cancer Society Inc	OH	\$195,383	Director	\$10,950	\$11,033	2024
Good Samaritan Mission Center	PA	\$195,288	Executive Director	\$57,308	\$54,369	2024
Lantern Light Inc	LA	\$194,804	Executive Di	\$70,833	\$74,202	2024
Hope Sanger	CA	\$222,641	Ceo/president	\$32,500	\$27,487	2023
4th Street Basement Boutique	OH	\$193,593	President & Ceo	\$24,857	\$25,786	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stripes Of A Warrior Inc	CA	\$192,459	Organizer	\$12,399	\$10,486	2023
Families And Individuals Sharing Hope	MN	\$224,642	Executive Director	\$87,097	\$81,875	2024
Palatka Christian Service Center Inc	FL	\$224,972	Executive	\$23,555	\$21,052	2024
Gulf Coast Community Ministries Inc	MS	\$229,480	Executive Director	\$27,978	\$30,520	2023
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$15,635	2024
First Step Back Home Inc	MO	\$232,222	President	\$42,000	\$43,571	2023
Love Inc Of Douglas Co Lakes Area	MN	\$234,241	Executive Di	\$63,159	\$61,126	2023
Flagstaff International Relief Effort	AZ	\$181,567	President	\$100,700	\$94,855	2023
Paulys Project	CA	\$236,942	President	\$66,425	\$54,568	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	70 organizations. Compensation range \$5,715–\$103,859; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$208,542); for reference, expenses \$227,365 and assets \$72,721.
ROLE MATCH	Eric Anderson, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	81 st
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	77 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 (Eric Anderson) 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 70 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 81st 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.