

Sustainable Systems Research Foundation

Executive Director / CEO

EIN 472856470

CA · NTEE P05

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kevin W Bell, Executive Director / CEO** (\$2,766) against the **2000** closest of **3,870** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kevin W Bell — reported title “Vice President”, 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 (P05).
BUDGET	Total revenue between \$306,894 and \$687,076 — 0.67x to 1.50x the subject's \$458,051 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,870 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$21,401	\$46,762	\$70,725	\$95,209	\$122,339	\$2,766
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 1ST
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\$2,766



■ 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 CA 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
Farmers Ending Hunger	OR	\$458,002	Executive Director	\$43,992	\$47,311	2024
Centro Esperanza Inc	PR	\$457,947	Executive Director	\$6,733	\$6,733	2024
Trauma & Resilience Initiative Inc	IL	\$457,924	Executive Dir.	\$86,718	\$96,186	2025
Domestic Abuse Center	CA	\$458,203	Executive Di	\$71,872	\$71,872	2024
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$83,030	2024
Senior Care Of Orange County Inc	NC	\$457,599	Executive Director	\$63,657	\$76,172	2024
Kids Are Kids Learning Center Inc	MS	\$457,510	President	\$19,500	\$25,894	2023
Bethany Community Ministries	PA	\$458,595	Executive Di	\$50,000	\$57,744	2024
Nagomi Foster Homes	HI	\$458,650	President, Treasurer, Secr	\$54,171	\$60,196	2022
Literacy Volunteers Of Somerset County	NJ	\$458,723	Executive Director	\$88,250	\$88,896	2025
Community Working Group	CA	\$457,355	Chief Real Estate Officer	\$28,315	\$29,151	2023
Goshen Interfaith Hospitality	IN	\$457,306	Executive Director	\$73,130	\$89,311	2024
Aa Swartz Adoption Attorneys And	MI	\$457,230	President	\$28,915	\$34,563	2024
Learn Foundation Inc	GA	\$458,887	Project Advisor	\$27,596	\$33,083	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Catalyst San Gabriel Valley Incorporated	CA	\$459,052	Ceo	\$50,909	\$52,413	2023
Payee Services Inc	WI	\$457,007	President	\$2,463	\$2,979	2024
Ruth's Gleanings	SC	\$459,119	Executive Director	\$72,456	\$87,538	2024
Guilford Green Foundation	NC	\$459,128	Executive Di	\$92,131	\$113,500	2023
Community Child Care Center Of	NY	\$459,282	Executive Director	\$67,745	\$70,893	2024
North Georgia Programs And Services	GA	\$456,747	Ceo	\$54,721	\$65,600	2023
Ruth's Refuge Inc	NY	\$456,741	Executive Director	\$45,411	\$48,924	2023
Bridges Safehouse Inc	TX	\$459,379	Executive Director	\$51,104	\$59,201	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Administrative Affairs	\$28,000	\$28,827	2023
Franklin County Senior Citizens	AR	\$456,639	Executive Director	\$33,636	\$43,785	2024
Golden Age Council Inc	CO	\$456,624	Executive Director	\$17,275	\$19,749	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 2000 organizations. Compensation range \$299–\$640,101; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$458,051); for reference, expenses \$322,587 and assets \$172,954.

ROLE MATCH	Kevin W Bell, reported title " <i>Vice President</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	136 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	50 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	1 st
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	1 st

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 (Kevin W Bell) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,766 is reasonable (approximately the 1st 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 13, 2026.