

Sustainable Livelihoods Relief

Executive Director / CEO

EIN 473131741

ME · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jama Mohamed, Executive Director / CEO** (\$2,338) against **every comparable organization** that fit the selection criteria — **954** in total — 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

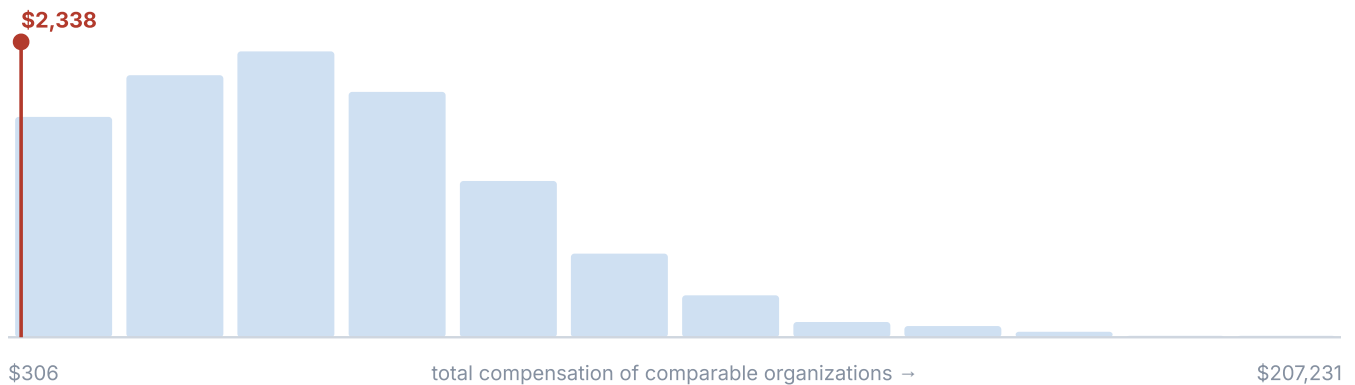
Benchmarked executive: Jama Mohamed — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$174,291 and \$390,204 — 0.67x to 1.50x the subject's \$260,136 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

954 organizations qualified on sector, size, and geography → **954** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,865	\$24,911	\$45,335	\$67,877	\$90,269	\$2,338
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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 ME 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
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$77,034	2025
Gchfa Inc	FL	\$260,397	President & Tr.	\$48,000	\$43,740	2024
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$93,082	2024
Foster Love Ministries	GA	\$260,571	Executive Director	\$22,750	\$22,844	2023
S A Heals	TX	\$259,654	President	\$30,000	\$29,969	2023
Mom Community Inc	GA	\$260,657	President	\$41,127	\$41,297	2023
Families First Community Center	ME	\$259,412	Executive Director	\$59,640	\$59,640	2023
Humanity House Foundation	KS	\$260,927	Director	\$59,583	\$62,440	2024
Senior Volunteer Services	CA	\$259,241	Executive Dir.	\$32,068	\$27,654	2023
Rebuilding Together Spartanburg Inc	SC	\$259,238	Executive Director	\$40,000	\$40,478	2024
Seniors Creating Art	WA	\$261,138	Executive Director	\$36,958	\$32,097	2024
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$72,259	2024
Restore Recovery	MN	\$258,857	Ceo	\$58,692	\$56,255	2024
Human Milk Repository Of New Mexico	NM	\$261,471	Executive Director	\$83,119	\$89,279	2023
Hope Refuge Inc	CA	\$261,725	President	\$4,897	\$4,223	2023
Blanket Coverage	OR	\$261,773	Director	\$74,518	\$69,109	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Moving For Life Inc	NY	\$261,796	President	\$4,240	\$3,826	2023
Corwyns Cause Inc	ID	\$258,402	President - Ceo	\$87,554	\$90,345	2024
Family Promise Of Juneau	AK	\$261,987	Executive Director	\$96,979	\$89,936	2024
Operation C A R E	OK	\$262,220	Executive Director	\$26,400	\$28,199	2024
The Coming Home Project	TX	\$262,355	Executive Dir.	\$16,000	\$15,984	2023
And Then A New Day	TX	\$257,633	Executive Dir.	\$65,000	\$64,933	2023
Lost Sparrows Inc	IN	\$262,758	President	\$60,000	\$61,376	2024
Love Inc Of Washington County	ID	\$257,282	Exec. Director	\$32,230	\$33,257	2024
Ahec's For A Healthy Louisiana Inc	LA	\$257,222	Ceo Southeeast La Ahec	\$36,000	\$38,452	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2023 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 ME 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	954 organizations. Compensation range \$306–\$207,231; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$260,136); for reference, expenses \$153,911 and assets \$124,862. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jama Mohamed, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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)	1 st
Reportable pay only (column D), adjusted	5 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 (Jama Mohamed) 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 954 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,338 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 9, 2026.