

I-5 Freedom Network

Executive Director / CEO

This analysis benchmarks the total compensation of **Stacey Enmeier, Executive Director / CEO** (\$32,890) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Stacey Enmeier — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P62).

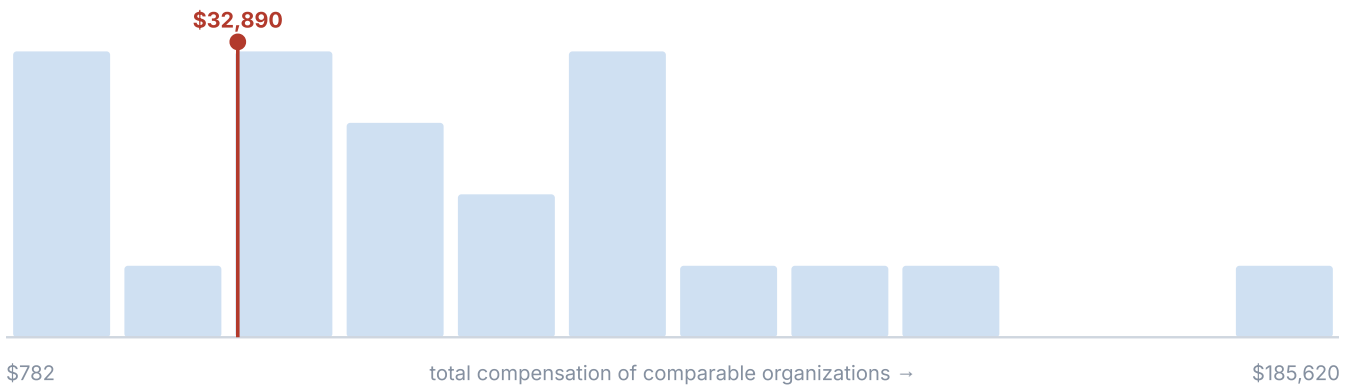
BUDGET Total revenue between \$136,036 and \$304,558 — 0.67x to 1.50x the subject's \$203,039 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P62), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,812	\$37,176	\$60,652	\$87,261	\$114,151	\$32,890
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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 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
Victims Inc	NH	\$202,250	Exec Directo	\$53,745	\$60,733	2023
Families Of Slain Children Incorporated	FL	\$206,987	Founder	\$700	\$782	2024
Re-fined	CO	\$208,677	Executive Di	\$73,528	\$83,809	2024
Speak Your Truth Today	CA	\$194,213	President	\$12,320	\$12,646	2024
Warehouse Nj	NJ	\$186,983	Founder, Executive Director	\$35,000	\$37,147	2024
3 A Bereavement Foundation	TX	\$179,499	Non Voting Board Mbr	\$31,338	\$37,263	2024
Sycamore Farm Ky Inc	KY	\$230,031	Director	\$30,572	\$39,044	2024
Sheared Inc Dba Healing Tree	NY	\$231,353	Executive Director	\$59,961	\$66,309	2023
Texas Victim Services Association Inc	TX	\$231,456	Director	\$70,200	\$85,940	2023
Un-shackled By Love	KY	\$237,823	Director	\$32,500	\$41,506	2024
Womensv	CA	\$238,460	Chair/exec. Dir	\$102,120	\$104,822	2024
Value Unconditional Inc	MO	\$238,699	President	\$91,489	\$115,188	2024
Dark Horse Global Inc	AZ	\$239,253	Pres	\$12,153	\$14,304	2023
Lubbock Victim Assistance Services	TX	\$240,527	Executive Director	\$156,103	\$185,620	2024
Faith In Girls Inc	CA	\$164,735	Project Director	\$28,000	\$28,741	2024
Hancock County Child Advocacy	IN	\$246,201	Executive Di	\$69,961	\$87,701	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Hope And Strength Inc	CA	\$142,949	President & Ceo	\$58,631	\$60,182	2024
Rahab's Daughters	IL	\$266,865	Executive Director	\$55,057	\$66,243	2023
Thrive Ministry Inc	PA	\$136,510	President/ex	\$51,095	\$60,570	2024
First Steps To Heal Incorporated	NY	\$270,464	Vp/secretary	\$127,665	\$137,132	2024
Oklahoma Interviewing Services Inc	OK	\$270,589	Executive Director	\$2,500	\$3,272	2024
Childs Place	MN	\$300,860	Executive Director	\$76,701	\$92,753	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 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 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	22 organizations. Compensation range \$782–\$185,620; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$203,039); for reference, expenses \$197,959 and assets \$67,818.
ROLE MATCH	Stacey Enmeier, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	23rd

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	23 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 (Stacey Enmeier) 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 22 similarly situated organizations (Same NTEE sector (P62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,890 is reasonable (approximately the 23rd 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.