

Family Promise Of Juneau

Executive Director / CEO

EIN 475613303

AK · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bailey Gent, Executive Director / CEO** (\$96,979) against **every comparable organization** that fit the selection criteria — **958** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

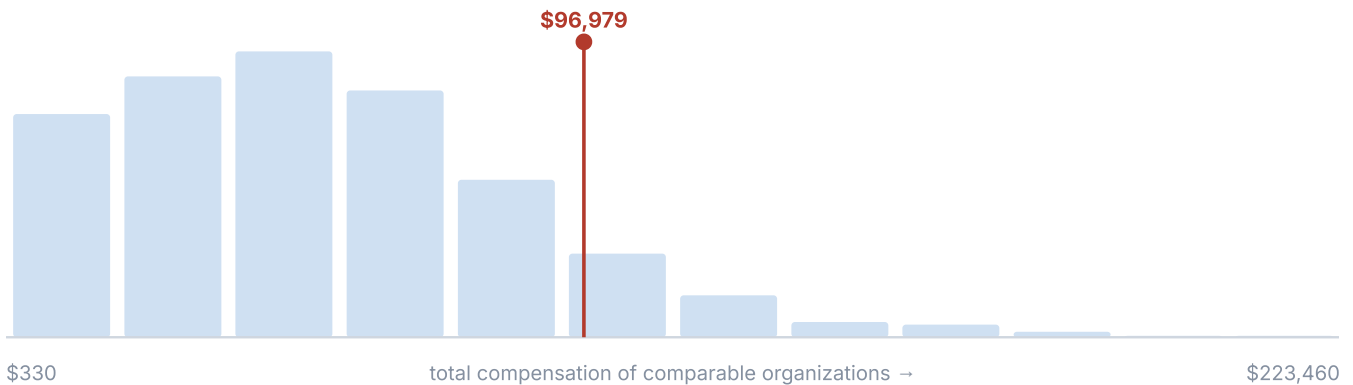
Benchmarked executive: Bailey Gent — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$175,531 and \$392,980 — 0.67x to 1.50x the subject's \$261,987 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

958 organizations qualified on sector, size, and geography → **958** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,720	\$26,567	\$49,210	\$73,480	\$97,455	\$96,979
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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 AK 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
Moving For Life Inc	NY	\$261,796	President	\$4,240	\$4,126	2023
Blanket Coverage	OR	\$261,773	Director	\$74,518	\$74,521	2023
Operation C A R E	OK	\$262,220	Executive Director	\$26,400	\$30,406	2024
Hope Refuge Inc	CA	\$261,725	President	\$4,897	\$4,554	2023
The Coming Home Project	TX	\$262,355	Executive Dir.	\$16,000	\$17,236	2023
Human Milk Repository Of New Mexico	NM	\$261,471	Executive Director	\$83,119	\$96,271	2023
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$77,918	2024
Lost Sparrows Inc	IN	\$262,758	President	\$60,000	\$66,182	2024
Seniors Creating Art	WA	\$261,138	Executive Director	\$36,958	\$34,610	2024
Humanity House Foundation	KS	\$260,927	Director	\$59,583	\$67,329	2024
Briggs & Barrett Project	NE	\$263,085	Executive Director	\$76,518	\$86,083	2024
Luke 14 Ministries	TN	\$263,223	Chief Executive Officer	\$75,000	\$82,459	2024
Mom Community Inc	GA	\$260,657	President	\$41,127	\$44,531	2023
Foster Love Ministries	GA	\$260,571	Executive Director	\$22,750	\$24,633	2023
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$100,371	2024
Gchfa Inc	FL	\$260,397	President & Tr.	\$48,000	\$47,165	2024
Sustainable Livelihoods Relief	ME	\$260,136	Executive Di	\$2,338	\$2,521	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	Executive Director	\$79,368	\$82,787	2024
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$83,066	2025
New Horizon Ranch Inc	KS	\$264,077	President	\$59,906	\$67,694	2024
Outer Court Ministries Inc	TX	\$264,120	President	\$12,816	\$14,371	2022
Nextgen Face Inc	NY	\$264,127	Executive Director	\$50,000	\$47,258	2024
Civic Suds Corporation	DC	\$264,208	President	\$75,000	\$70,873	2023
S A Heals	TX	\$259,654	President	\$30,000	\$32,316	2023
Families First Community Center	ME	\$259,412	Executive Director	\$59,640	\$64,311	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 958 organizations. Compensation range \$330–\$223,460; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$261,987); for reference, expenses \$248,478 and assets \$494,250.

ROLE MATCH Bailey Gent, reported title "*EXECUTIVE DIRECTOR*", 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 18 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	90 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	87 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 (Bailey Gent) 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 958 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,979 is reasonable (approximately the 90th 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.