

Bond Servants Inc

Executive Director / CEO

EIN 522374468

MD · NTEE P20

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Kelly, Executive Director / CEO** (\$106,300) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

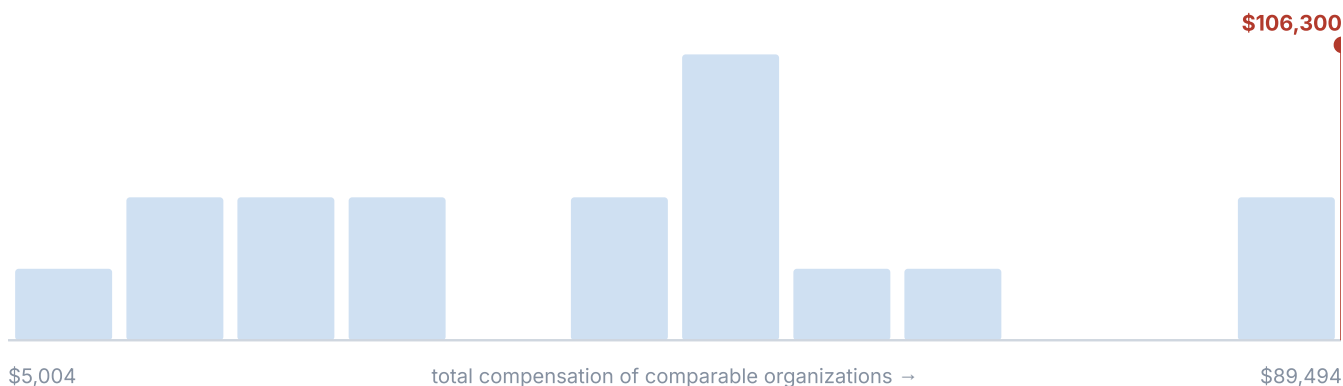
Benchmarked executive: Joseph Kelly — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$148,347 and \$332,121 — 0.67x to 1.50x the subject's \$221,414 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MD + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,015	\$24,380	\$44,929	\$52,839	\$72,494	\$106,300
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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 MD 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
Camp Inclusion Inc	MD	\$207,690	Program Deve	\$12,893	\$13,234	2024
Community Services Of Central Md	MD	\$205,333	President	\$13,755	\$14,536	2023
Massb Foundation Ltd	MD	\$238,851	Treasurer / Trustee	\$4,875	\$5,004	2024
Carroll County Veterans	MD	\$239,333	Executive Di	\$50,000	\$52,839	2023
Community Food Pantry	MD	\$239,601	Director	\$23,752	\$24,380	2024
Shalom Tikvah Inc	MD	\$267,070	Board Chair	\$85,308	\$87,565	2024
Found In Faith Ministries Inc	MD	\$268,559	Executive Director	\$47,278	\$47,278	2025
Talmar Inc	MD	\$273,215	Executive Director	\$84,686	\$89,494	2023
Harvest Resources In Anne Arundel County Inc	MD	\$166,850	Executive Director	\$47,300	\$48,551	2024
Hope Esperanza Restoratn & Empwrmnt Cntr	MD	\$278,168	Executive Dir.	\$43,184	\$43,184	2025
Centro Tepeyac Inc	MD	\$288,520	Former Director	\$31,500	\$32,333	2024
Generosity-global Incorporated	MD	\$149,729	Founder / Ceo	\$18,500	\$19,550	2023
Corpsthat Inc	MD	\$293,102	Field And Logistics Director	\$59,091	\$62,446	2023
Revisions Community Housing Development	MD	\$293,430	President	\$25,805	\$27,270	2023
Manor Apartments Inc	MD	\$300,321	President & Ceo	\$54,890	\$58,006	2023
Minority Access Inc	MD	\$302,145	President	\$47,283	\$48,534	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Prepare Inc	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	\$44,929	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	17 organizations. Compensation range \$5,004–\$89,494; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$221,414); for reference, expenses \$233,120 and assets \$241,280.
ROLE MATCH	Joseph Kelly, reported title " <i>DIRECTOR</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	88th

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 (Joseph Kelly) 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 17 similarly situated organizations (Same NTEE sector (P20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,300 is reasonable (approximately the 100th 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.