

Rebuilding Together Spartanburg Inc

Executive Director / CEO

EIN 562015602

SC · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Deb Kladviko, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **952** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

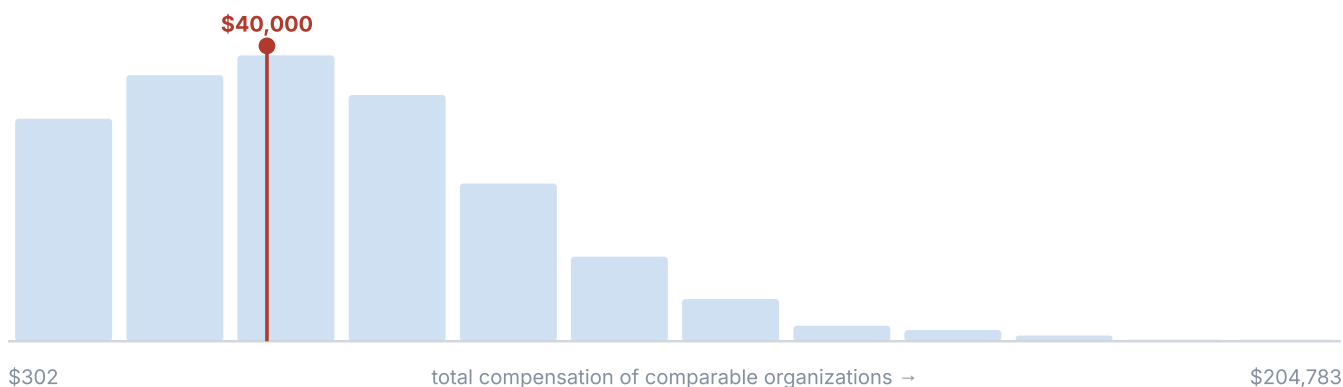
Benchmarked executive: Deb Kladviko — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$173,689 and \$388,857 — 0.67x to 1.50x the subject's \$259,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

952 organizations qualified on sector, size, and geography → **952** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,709	\$24,644	\$44,800	\$67,306	\$89,253	\$40,000
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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 SC 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
Senior Volunteer Services	CA	\$259,241	Executive Dir.	\$32,068	\$27,327	2023
Families First Community Center	ME	\$259,412	Executive Director	\$59,640	\$58,936	2023
Restore Recovery	MN	\$258,857	Ceo	\$58,692	\$55,590	2024
S A Heals	TX	\$259,654	President	\$30,000	\$29,615	2023
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$76,124	2025
Corwyns Cause Inc	ID	\$258,402	President - Ceo	\$87,554	\$89,278	2024
Sustainable Livelihoods Relief	ME	\$260,136	Executive Di	\$2,338	\$2,310	2023
Gchfa Inc	FL	\$260,397	President & Tr.	\$48,000	\$43,223	2024
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$91,982	2024
Foster Love Ministries	GA	\$260,571	Executive Director	\$22,750	\$22,574	2023
Mom Community Inc	GA	\$260,657	President	\$41,127	\$40,809	2023
And Then A New Day	TX	\$257,633	Executive Dir.	\$65,000	\$64,166	2023
Humanity House Foundation	KS	\$260,927	Director	\$59,583	\$61,702	2024
Seniors Creating Art	WA	\$261,138	Executive Director	\$36,958	\$31,717	2024
Love Inc Of Washington County	ID	\$257,282	Exec. Director	\$32,230	\$32,865	2024
Ahec's For A Healthy Louisiana Inc	LA	\$257,222	Ceo Southeast La Ahec	\$36,000	\$37,998	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$71,406	2024
Human Milk Repository Of New Mexico	NM	\$261,471	Executive Director	\$83,119	\$88,225	2023
Cool Ground Inc	VT	\$256,962	Executive Director	\$68,000	\$63,915	2025
Hope Refuge Inc	CA	\$261,725	President	\$4,897	\$4,173	2023
Blanket Coverage	OR	\$261,773	Director	\$74,518	\$68,292	2023
Transformation Project Inc	SD	\$256,695	Executive Director	\$5,407	\$5,573	2025
Moving For Life Inc	NY	\$261,796	President	\$4,240	\$3,781	2023
Family Promise Of Juneau	AK	\$261,987	Executive Director	\$96,979	\$88,874	2024
Threads Of Hope Inc	WI	\$256,408	Executive Director	\$58,000	\$59,777	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	952 organizations. Compensation range \$302–\$204,783; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$259,238); for reference, expenses \$214,206 and assets \$275,619.
ROLE MATCH	Deb Kladviko, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	43 rd
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 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 (Deb Kladvko) 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 952 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 43rd 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.