

# Project Outreach Incorporated

Executive Director / CEO

EIN 562023383

NC · NTEE P99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Glenn O Faison, Executive Director / CEO** (\$104,556) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Glenn O Faison — 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 (P99).
BUDGET	Total revenue between \$279,359 and \$625,432 — 0.67x to 1.50x the subject's \$416,955 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**198** organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,984	\$34,448	\$60,398	\$79,216	\$105,912	<b>\$104,556</b>
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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 NC 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
<a href="#">Zeldin Cares Inc</a>	NY	\$415,446	Executive Director	\$82,500	<b>\$72,149</b>	2023
<a href="#">Noble Path Foundation Inc</a>	CA	\$415,387	Treasurer	\$7,115	<b>\$5,776</b>	2024
<a href="#">Victims' Impact Panel Of Ok Inc</a>	OK	\$418,622	Executive Di	\$72,813	<b>\$75,370</b>	2024
<a href="#">Philly Truce Foundation</a>	PA	\$419,325	Secretary	\$2,000	<b>\$1,875</b>	2024
<a href="#">Redeemed Foundation Inc</a>	GA	\$414,067	Director	\$83,413	<b>\$78,842</b>	2024
<a href="#">Women And Youth Center Inc</a>	FL	\$413,600	Executive Di	\$44,146	<b>\$38,985</b>	2024
<a href="#">Life Plan Of Kentucky Inc</a>	KY	\$421,318	Executive Di	\$118,750	<b>\$119,931</b>	2024
<a href="#">Olohana Inc</a>	HI	\$412,566	Executive Di	\$58,234	<b>\$49,011</b>	2024
<a href="#">Society Of St Vincent De Paul</a>	WI	\$421,409	Outreach Supervisor	\$62,005	<b>\$60,873</b>	2024
<a href="#">Jia Missions</a>	VA	\$412,236	President	\$9,600	<b>\$8,714</b>	2024
<a href="#">Shadida Solutions Corporation</a>	MA	\$421,987	Director/cle	\$134,231	<b>\$110,467</b>	2025
<a href="#">God's Pantry Ministry</a>	CO	\$411,267	Board Member	\$3,900	<b>\$3,515</b>	2024
<a href="#">Omaha Forus Inc</a>	NE	\$423,026	Executive Director	\$80,851	<b>\$81,745</b>	2024
<a href="#">Standupgirlcom Foundation Inc</a>	OR	\$410,718	Executive Dir.	\$88,972	<b>\$79,964</b>	2023
<a href="#">Carolyns Place Inc</a>	CT	\$426,403	Executive Director	\$72,056	<b>\$63,510</b>	2024
<a href="#">San Pedro Recovery Alliance</a>	CA	\$407,250	Executive Director	\$71,021	<b>\$57,649</b>	2024
<a href="#">Impact Compassion Center</a>	WA	\$406,858	Executive Dir.	\$81,081	<b>\$68,240</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nevada Paralyzed Veterans Of</a>	NV	\$427,476	Executive Di	\$96,096	<b>\$93,223</b>	2023
<a href="#">Awareness Into Domestic Abuse</a>	CA	\$405,838	Executive Director	\$3,125	<b>\$2,536</b>	2024
<a href="#">Laundrycares Foundation</a>	IL	\$428,396	Executive Vice President	\$131,078	<b>\$124,716</b>	2023
<a href="#">Adalyn Rose Foundation</a>	PA	\$430,398	Executive Di	\$20,700	<b>\$19,405</b>	2024
<a href="#">Stronger Together Now</a>	CA	\$430,751	Chief Executive Office	\$66,954	<b>\$54,348</b>	2024
<a href="#">Hands On New Orleans</a>	LA	\$403,111	Executive Director	\$82,878	<b>\$85,788</b>	2024
<a href="#">Rising Lights Project</a>	IL	\$402,832	Executive Director	\$60,000	<b>\$55,450</b>	2024
<a href="#">Help Peru Inc</a>	NY	\$431,845	Executive Dir.	\$95,000	<b>\$83,081</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	198 organizations. Compensation range \$711–\$519,586; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$416,955); for reference, expenses \$416,955 and assets \$0.
ROLE MATCH	Glenn O Faison, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	85 <sup>th</sup>

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 (Glenn O Faison) 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 198 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,556 is reasonable (approximately the 89<sup>th</sup> 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.