

This analysis benchmarks the total compensation of **Jennifer H Ruppe, Executive Director / CEO** (\$92,131) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

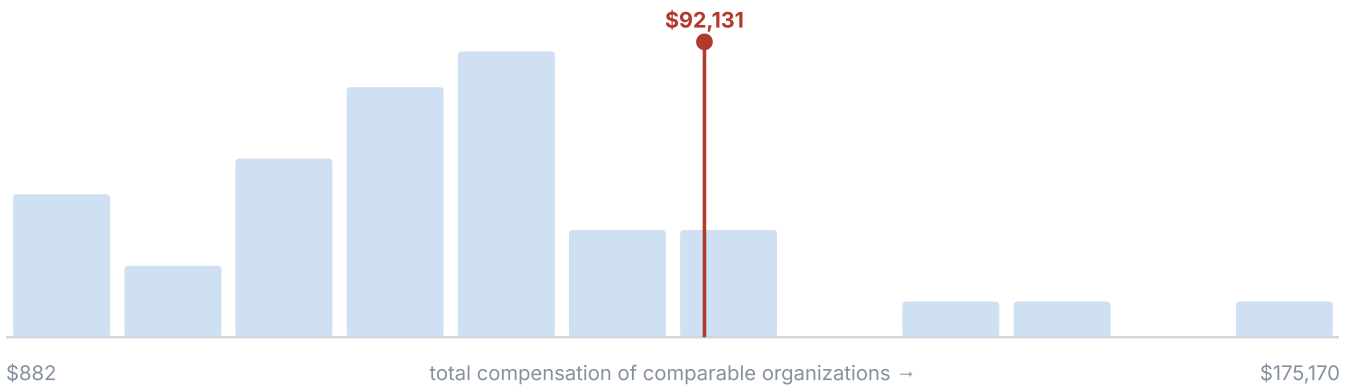
Benchmarked executive: Jennifer H Ruppe — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

● **How comparable organizations were selected**

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$307,615 and \$688,692 — 0.67x to 1.50x the subject's \$459,128 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NC + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

● **Distribution of comparable compensation**



\$13,472	\$37,052	\$58,737	\$75,949	\$97,227	\$92,131
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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
Abandon Project Inc	NC	\$459,940	Executive Director	\$65,000	\$65,000	2023
Community Partners Of Hope Inc	NC	\$452,915	Board Member	\$980	\$952	2024
Emite Inc	NC	\$485,187	Executive Director	\$59,064	\$57,369	2024
Pineville Neighbors Place	NC	\$506,759	Executive Dir.	\$70,000	\$67,992	2024
Rooted In Grace & Love Inc	NC	\$409,621	Executive Di	\$64,176	\$62,335	2024
Norooz Foundation Inc	NC	\$509,005	President	\$42,000	\$42,000	2023
Winstonnet Inc	NC	\$408,371	Executive Director	\$86,107	\$86,107	2023
Back On Track Addiction Ministries	NC	\$407,903	Executive Director	\$53,750	\$52,208	2024
Bertie County Hive House	NC	\$402,250	Ceo	\$50,500	\$49,051	2024
Cape Fear Flying Association Inc	NC	\$517,814	President	\$34,000	\$33,025	2024
Freedom United	NC	\$395,510	Executive Dir.	\$131,242	\$127,477	2024
Unete Inc	NC	\$524,543	Executive Director	\$99,600	\$96,742	2024
Leadership Edge Incorporated	NC	\$533,804	President	\$135,700	\$131,807	2024
Jubilee Home	NC	\$384,440	Executive Director	\$82,140	\$79,783	2024
High Plains Indians Inc	NC	\$542,461	Board Member	\$66,966	\$65,045	2024
Dream Team Foundation Inc	NC	\$369,829	Executive Director	\$42,292	\$41,079	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope House Coffee Co	NC	\$548,510	President	\$882	\$882	2023
Caring & Sharing Inc	NC	\$549,274	President & Ceo	\$32,398	\$31,469	2024
Alongside Families	NC	\$359,076	Executive Director	\$31,675	\$31,675	2023
Community Collaboration For	NC	\$563,298	Executive Di	\$58,750	\$55,594	2025
Southern Alamance Family Empowerment Inc	NC	\$350,382	Executive Director	\$72,115	\$72,115	2023
Family Promise Of Moore County	NC	\$349,773	Executive Director	\$62,072	\$58,737	2025
Freedom Center For Social Justice	NC	\$573,812	Executive Dir.	\$74,647	\$70,636	2025
Gaston Residential Development Inc	NC	\$329,537	President	\$19,201	\$18,169	2025
Donate Life North Carolina	NC	\$324,314	Executive Dir.	\$92,829	\$90,166	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	35 organizations. Compensation range \$882–\$175,170; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$459,128); for reference, expenses \$406,592 and assets \$1,203,068.
ROLE MATCH	Jennifer H Ruppe, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	86 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	77 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 (Jennifer H Ruppe) 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 10, 2026, comparing compensation against 35 similarly situated organizations (Same NTEE sector (P20) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,131 is reasonable (approximately the 86th 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 10, 2026.