

New Jersey Voluntary Organizations

Executive Director / CEO

EIN 562336149
 NJ · NTEE P60
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Keith Adams, Executive Director / CEO** (\$97,753) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

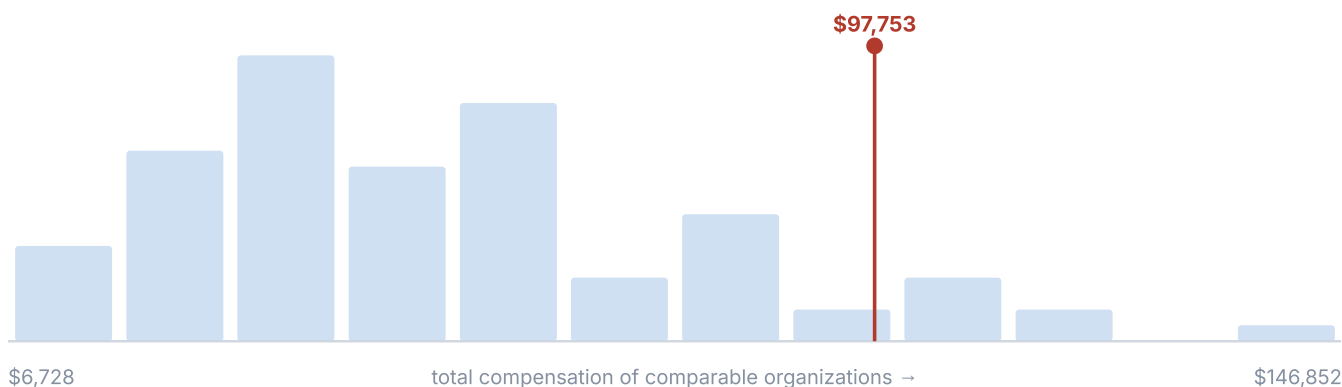
Benchmarked executive: Keith Adams — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

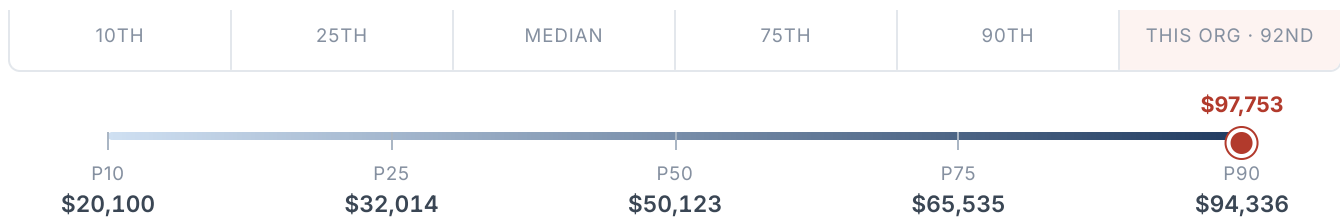
SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$161,364 and \$361,263 — 0.67x to 1.50x the subject's \$240,842 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,100	\$32,014	\$50,123	\$65,535	\$94,336	\$97,753
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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 NJ 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
Hickory Nut Gorge Outreach Inc	NC	\$241,226	Office Manager	\$37,500	\$44,680	2023
Wright County Crisis Center	MO	\$239,794	Manager	\$31,329	\$38,262	2023
Hidalgo Sin Fronteras	AZ	\$238,167	Director	\$16,920	\$18,225	2024
Circle City Relief Inc	IN	\$237,888	Exec. Director	\$50,000	\$59,056	2024
Partners In Outreach	PA	\$244,646	Executive Di	\$17,980	\$20,082	2024
Paulys Project	CA	\$236,942	President	\$66,425	\$64,242	2024
Good Neighbors Inc	KY	\$247,075	Exec Director	\$32,583	\$39,208	2024
Love Inc Of Douglas Co Lakes Area	MN	\$234,241	Executive Di	\$63,159	\$71,964	2023
Project Hope	MT	\$248,418	Executive Director	\$15,720	\$19,539	2023
First Step Back Home Inc	MO	\$232,222	President	\$42,000	\$51,296	2023
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$18,406	2024
Gulf Coast Community Ministries Inc	MS	\$229,480	Executive Director	\$27,978	\$35,931	2023
Good Neighbors Of Blount County	TN	\$253,975	Executive Director	\$45,000	\$54,543	2023
Sergeants Benevolent Association	NY	\$256,006	Controller	\$13,186	\$13,739	2023
Feeding The Spirit	PA	\$256,499	Executive Di	\$24,000	\$27,598	2023
Palatka Christian Service Center Inc	FL	\$224,972	Executive	\$23,555	\$24,784	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Families And Individuals Sharing Hope	MN	\$224,642	Executive Director	\$87,097	\$96,391	2024
The Helping Hand Of Greater Little Rock Inc	AR	\$257,350	Executive Director	\$42,000	\$52,876	2024
Love Chatham	NC	\$258,776	Executive Dir.	\$42,068	\$50,123	2023
Hope Sanger	CA	\$222,641	Ceo/president	\$32,500	\$32,361	2023
Angel Heart Pajama Project	AZ	\$220,442	Executive Di	\$60,000	\$64,629	2024
Saint Francis Center Of The City Of Long	CA	\$262,475	Executive Dir.	\$32,400	\$32,261	2023
Hebrew Free Loan Association Of Washington State	WA	\$265,618	Executive Director	\$38,200	\$38,306	2024
Abrahams House	WA	\$266,383	Director	\$83,000	\$85,688	2023
Rockdale Emergency Relief Fund Inc	GA	\$266,480	Director	\$40,000	\$43,885	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 83 organizations. Compensation range \$6,728–\$146,852; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$240,842); for reference, expenses \$316,264 and assets \$569,773.

ROLE MATCH Keith Adams, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	92 nd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	93 rd
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 (Keith Adams) 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 83 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,753 is reasonable (approximately the 92nd 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.