

Neighborhood Improvement

Executive Director / CEO

This analysis benchmarks the total compensation of **Debra Simmons, Executive Director / CEO** (\$56,664) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Debra Simmons — 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).

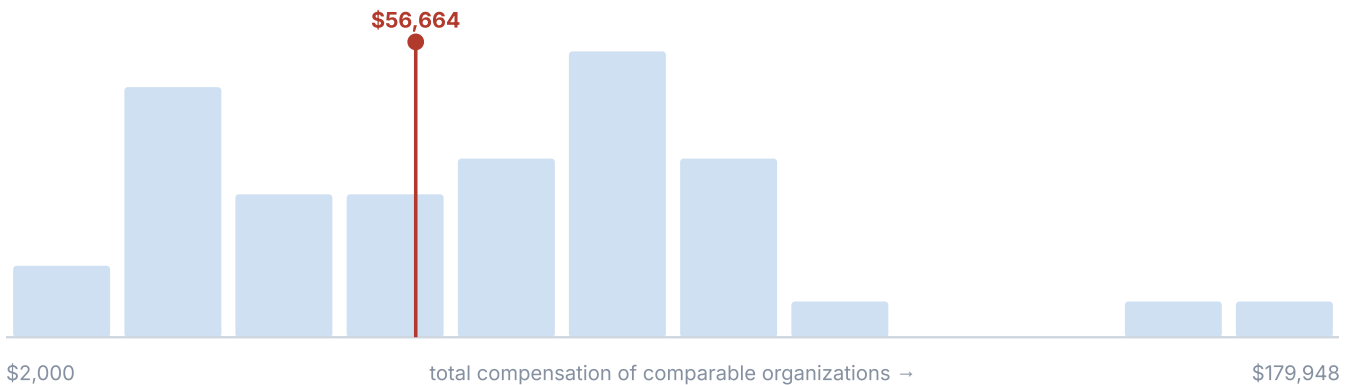
BUDGET Total revenue between \$233,998 and \$523,878 — 0.67x to 1.50x the subject's \$349,252 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + GA + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,235	\$33,986	\$67,561	\$87,032	\$99,300	\$56,664
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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 GA 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
Bible Optics Inc	GA	\$348,786	Pastor	\$119,483	\$119,483	2024
Across The Bridge Inc	GA	\$351,026	Executive Director	\$76,911	\$79,183	2023
Angkor Resource Center Inc	GA	\$352,560	President/ce	\$99,000	\$99,000	2024
Weascend Corporation	GA	\$353,251	Ceo/president	\$90,000	\$92,658	2023
Power Of Peace Initiative Inc	GA	\$355,436	Ceo	\$179,948	\$179,948	2024
Family Connection Of Warren County Inc	GA	\$331,479	Executive Director	\$76,232	\$76,232	2024
Atlantic Cultural Connections Inc	GA	\$373,823	Executive Director	\$87,408	\$89,990	2023
The Adult Disability Medical	GA	\$373,974	Executive Di	\$70,720	\$70,720	2024
Veterans And Family Assistance	GA	\$374,708	Executive Di	\$100,000	\$100,000	2024
Freedom Through Recovery- susan Ford	GA	\$377,515	Executive Dir.	\$68,556	\$66,789	2025
Iserve Ministries Inc	GA	\$378,727	President	\$85,453	\$87,977	2023
Pianos For Peace Inc	GA	\$319,147	Executive Director	\$20,000	\$19,484	2025
Clarkston Development Foundation	GA	\$389,725	Past Ed	\$22,800	\$22,800	2024
Next Generation Impact Foundation	GA	\$302,385	President	\$68,333	\$68,333	2024
Rebuilding Macon Inc	GA	\$403,421	Executive Di	\$78,000	\$80,304	2023
Lift Up Atlanta Inc	GA	\$407,865	Executive Director	\$30,200	\$30,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jambos Inc	GA	\$408,395	Ceopresident	\$84,196	\$84,196	2024
Bananas Foster Inc	GA	\$289,758	Executive Director	\$60,000	\$60,000	2024
Dream It Forward Foundation Inc	GA	\$289,481	Executive Director	\$62,400	\$64,243	2023
Sustainable Liberia Inc	GA	\$284,919	Executive Director	\$33,734	\$33,734	2024
The Craddock Center Inc	GA	\$414,372	Executive Dir	\$56,134	\$54,687	2025
Companions For Heroes	GA	\$280,313	Ceo	\$95,000	\$95,000	2024
Chosen For Life Ministries Inc	GA	\$424,671	Executive Dir.	\$75,000	\$77,215	2023
Saved In The City Incorporated	GA	\$426,263	Executive Director	\$57,825	\$57,825	2024
Mom Community Inc	GA	\$260,657	President	\$41,127	\$42,342	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 38 organizations. Compensation range \$2,000–\$179,948; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$349,252); for reference, expenses \$295,458 and assets \$410,238.

ROLE MATCH Debra Simmons, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	39 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	39 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 (Debra Simmons) 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 38 similarly situated organizations (Same NTEE sector (P20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,664 is reasonable (approximately the 39th 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.