

Deliver Me Senior Support Services

Executive Director / CEO

EIN 640644351
 MS · NTEE P81Z
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Sharon Hartfield, Executive Director / CEO** (\$34,935) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

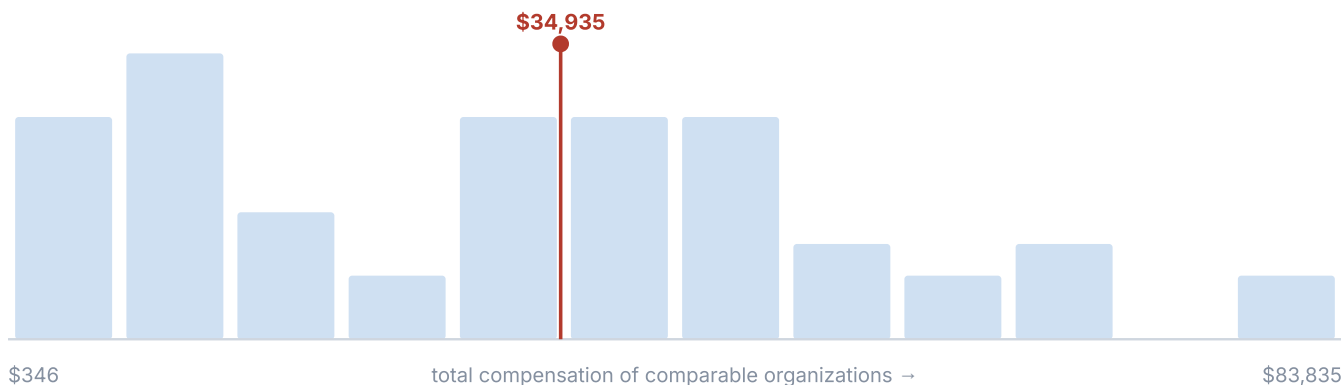
Benchmarked executive: Sharon Hartfield — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

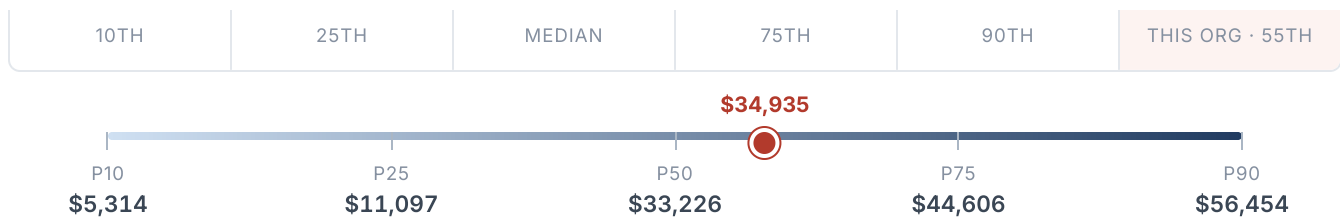
SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$97,641 and \$218,601 — 0.67x to 1.50x the subject's \$145,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,314	\$11,097	\$33,226	\$44,606	\$56,454	\$34,935
---------	----------	----------	----------	----------	----------



● 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 MS 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
Las Vegas Deaf Seniors	NV	\$143,458	President	\$1,650	\$1,485	2024
Zeta Zeta Lambda Company Inc	NY	\$149,130	Treasurer	\$12,000	\$10,023	2023
Catholic Elderly Services Inc	FL	\$150,977	President/ceo	\$48,011	\$40,496	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$38,028	2024
Indiana Drug Enforcement	IN	\$156,668	Training Coo	\$86,000	\$83,835	2023
Don't Stop Dreamin'	PA	\$158,110	Executive Direcotr	\$7,726	\$7,122	2023
Holiday Park Seniors Inc	MD	\$161,293	Admin Office	\$10,623	\$8,917	2024
Faith In Action Caregivers Inc	WV	\$129,899	Executive Director	\$53,030	\$51,554	2024
Greenmount Senior Center Inc	MD	\$128,472	Officer	\$42,000	\$34,347	2025
Marshall County Senior Citizens Corp	TN	\$127,301	Executive Director	\$44,136	\$41,655	2024
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$49,785	2023
Mcminn County Senior Citizens Inc	TN	\$170,347	Executive Director	\$40,000	\$37,751	2024
Big Valley Fifty Plus	CA	\$120,511	Treasurer	\$1,550	\$1,202	2024
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$28,392	2025
Richmond Senior Servicesinc	NY	\$171,987	Executive Director	\$56,290	\$45,670	2024
East Sabine Senior Services Inc	TX	\$172,236	Member	\$20,625	\$18,524	2024
Thanks Mom & Dad Fund Inc	GA	\$173,128	Int. Exec. Dir.	\$36,685	\$34,098	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senior Citizen Outreach Entity Inc	LA	\$117,803	Executive Dir.	\$3,562	\$3,625	2023
Richwood Civic Center Inc	OH	\$173,836	Executive Director	\$28,325	\$26,242	2025
Gadsden Senior Services Inc	FL	\$174,891	Fiscal Manager	\$9,111	\$7,912	2023
Society Of Active Retirees	MI	\$177,704	Executive Director	\$76,696	\$69,246	2025
Ohio Senior Olympics Inc	OH	\$110,630	Executive Di	\$11,669	\$11,097	2024
Altogether In Love	CA	\$108,146	President	\$24,000	\$18,607	2024
Fayetteville-lincoln County Senior Citizens Inc	TN	\$107,456	Executive Director	\$21,055	\$19,359	2025
Forever Young Activity Center	TX	\$104,600	Vice President	\$5,413	\$4,862	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	53 organizations. Compensation range \$346–\$83,835; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$145,734); for reference, expenses \$185,616 and assets \$58,359.
ROLE MATCH	Sharon Hartfield, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	53 rd

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 (Sharon Hartfield) 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 53 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,935 is reasonable (approximately the 55th 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.