

Climb-up Inc

Executive Director / CEO

EIN 640791987
 MS · NTEE P520
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Raquel Rosamond, Executive Director / CEO** (\$165,530) against the **2000** closest of **2,213** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Raquel Rosamond — 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 (P520).
BUDGET	Total revenue between \$127,832 and \$286,192 — 0.67x to 1.50x the subject's \$190,795 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,213 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,343	\$21,210	\$37,568	\$56,405	\$73,420	\$165,530
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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 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
Lifecare Pregnancy Resources Inc	IA	\$190,651	Executive Dir.	\$47,621	\$46,817	2024
Fort Lupton Food And Clothing Bank	CO	\$190,634	Exec Director	\$21,000	\$18,080	2024
Be The Village Inc	KY	\$190,612	Executive Di	\$24,462	\$23,597	2024
The Fuqua Foundation	IL	\$190,580	Director	\$13,447	\$11,563	2025
Valle Del Sol Foundation	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	\$5,492	2023
Village To Village International Inc	IN	\$191,021	Executive Director	\$75,000	\$71,014	2024
The House Cafe Inc	KS	\$190,529	Board Member	\$16,455	\$15,961	2024
Seeds Wilderness Therapy	CO	\$191,070	Executive Director	\$35,560	\$31,519	2023
Community Access Naperville Inc	IL	\$190,504	President	\$1,305	\$1,152	2024
Whatever It Takes Ministries Inc	FL	\$191,117	President	\$71,448	\$62,045	2023
Ywca Great Lakes Bay Region	MI	\$191,250	Executive Director	\$69,628	\$64,528	2024
Healing Outreach Professional Endeavor	TX	\$191,298	Executive Director	\$18,000	\$16,167	2024
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$43,175	2024
Re Gen Er Ate	MI	\$190,260	Board Member	\$29,430	\$27,274	2024
Dress For Success Billings Inc	MT	\$190,236	Executive Director	\$47,167	\$45,651	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
3sixty	MI	\$191,368	President	\$69,000	\$63,946	2024
Greenville's Gift	SC	\$191,535	President	\$13,104	\$12,274	2024
Scholl Community Impact Group Inc	WI	\$190,051	Volunteer	\$2,800	\$2,626	2024
Az Heroes To Hometowns Foundation	AZ	\$191,559	President	\$42,000	\$37,339	2023
Cancer Resource Center Of The	NY	\$189,878	President/ce	\$84,017	\$68,166	2024
Kane Homes Association	IL	\$189,878	Secretary/treasurer	\$12,317	\$11,194	2023
Child Restoration Outreach Support Organization	IL	\$191,731	Executive Director	\$59,613	\$54,175	2023
Rise Corp	OK	\$189,784	Executive Di	\$53,125	\$54,075	2023
Newton County Family Connection	GA	\$189,783	Executive Di	\$58,000	\$53,908	2023
Feeding The Need	TN	\$191,818	Chief Executive Officer	\$1,198	\$1,164	2023

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 2000 organizations. Compensation range \$101–\$343,611; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$190,795); for reference, expenses \$157,835 and assets \$478,392.

ROLE MATCH	Raquel Rosamond, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	222 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	93rd

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 (Raquel Rosamond) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$165,530 is reasonable (approximately the 100th 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.