

Verity Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Anderson, Executive Director / CEO** (\$60,008) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

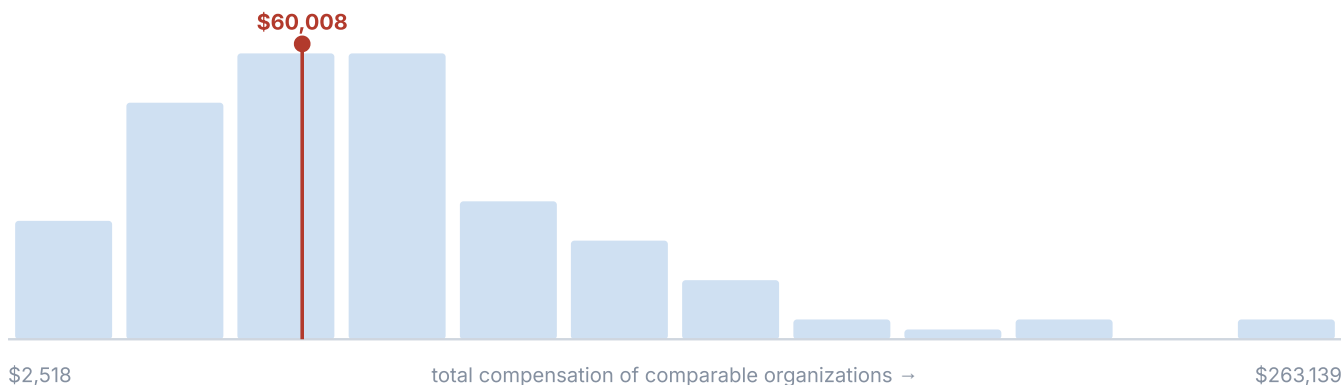
Benchmarked executive: Rebecca Anderson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$277,146 and \$620,478 — 0.67x to 1.50x the subject's \$413,652 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,892	\$42,625	\$69,112	\$97,632	\$131,482	\$60,008
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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 FL 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
Wholeness To Freedom Ministries Inc	FL	\$412,452	President	\$19,664	\$20,245	2023
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$56,780	2023
Childrens Grief Center Of El Paso	TX	\$411,640	Executive Director	\$115,414	\$122,895	2024
Divergent Recovery Center Inc	GA	\$421,195	Director	\$13,000	\$13,914	2024
Love And Respect Ministries Inc	MI	\$405,717	President	\$224,820	\$247,016	2024
Healing Heroes Ministries	MT	\$405,025	President	\$229,325	\$263,139	2024
Summit Quest Adventures Inc	GA	\$423,944	Executive Director	\$55,778	\$59,700	2024
Hope Mental Health Foundation	AZ	\$424,035	Chairman	\$69,000	\$70,638	2024
Barnabas Horse Foundation Inc	SC	\$424,492	President	\$65,000	\$72,183	2024
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$147,300	2024
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$86,804	2024
Drums In Recovery Inc	FL	\$397,477	President	\$183,200	\$183,200	2024
Life Focus Center Inc	NJ	\$396,394	President	\$47,600	\$45,240	2024
Child Life Society Inc	NY	\$431,976	Secretary	\$52,000	\$50,019	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Counseling Associates Of Jacksonville Inc	FL	\$432,130	President	\$162,000	\$162,000	2024
Together Happy And Forever	FL	\$432,530	President	\$33,500	\$34,489	2023
Elevate North Texas	TX	\$392,082	Executive Director	\$60,000	\$63,889	2024
Jefferson Comprehensive Counseling	AR	\$435,779	Executive Director	\$56,103	\$69,112	2023
Wells Of Wholeness Inc	GA	\$391,188	Executive Di	\$132,125	\$141,416	2024
Adams Purpose	CO	\$390,518	Executive Director	\$31,254	\$31,901	2024
Concordia Counseling A Lutheran	IN	\$388,692	Ceo	\$43,175	\$48,467	2024
Love In The Trenches Inc	MD	\$441,582	Co Founder - Executive Director	\$96,519	\$96,055	2024
Newsong Counseling Center Inc	KY	\$442,149	President	\$57,300	\$65,531	2024
Modern Widows Club Inc	FL	\$442,954	President	\$98,173	\$101,073	2023
Hope Springs Counseling Center	KY	\$443,194	Executive Dir.	\$74,713	\$87,969	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **131** organizations. Compensation range \$2,518–\$263,139; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$413,652); for reference, expenses \$429,716 and assets \$182,425.
ROLE MATCH	Rebecca Anderson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	43 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	42 nd

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 (Rebecca Anderson) 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 131 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,008 is reasonable (approximately the 43rd 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.