

S Anon International Family Groups

Executive Director / CEO

EIN 742696411

TN · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsay White, Executive Director / CEO** (\$31,859) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

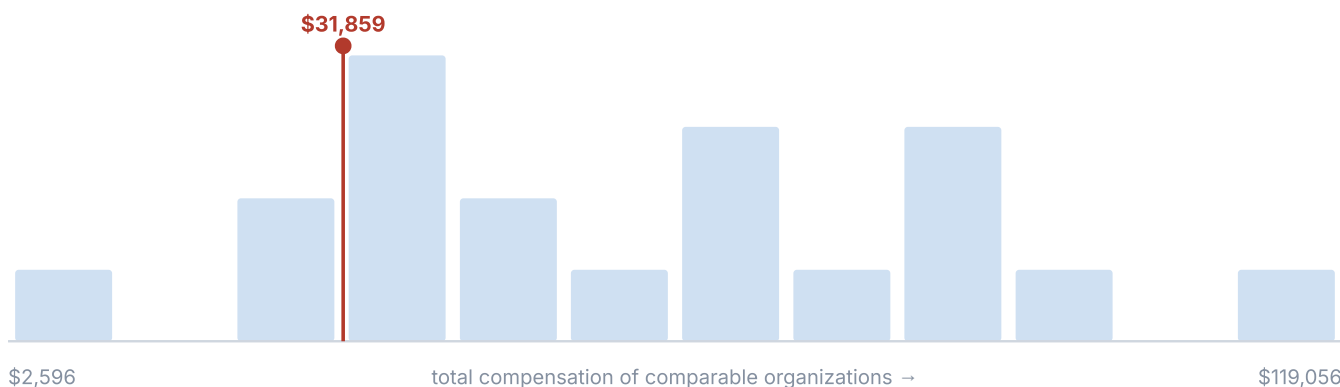
Benchmarked executive: Lindsay White — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$120,928 and \$270,736 — 0.67x to 1.50x the subject's \$180,491 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TN + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,310	\$36,166	\$53,124	\$80,000	\$88,540	\$31,859
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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 TN 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
Plant The Seed	TN	\$197,457	Interim Exe	\$44,423	\$45,735	2023
Reaching 360	TN	\$158,822	President	\$84,800	\$87,305	2023
Ken Turner Ministries	TN	\$203,360	Board Member	\$90,800	\$93,482	2023
Trinity Community Commons	TN	\$206,215	Executive Director	\$85,000	\$85,000	2024
The Veranda Ministries Inc	TN	\$207,550	Executive Di	\$51,600	\$53,124	2023
Apple Seeds Inc	TN	\$208,913	Exec Director	\$61,704	\$63,527	2023
Sam Davis Memorial Association	TN	\$216,549	Executive Director	\$50,900	\$49,588	2025
Franklin County Senior Citizens Inc	TN	\$133,426	Current Director	\$35,269	\$35,269	2024
South City Opportunity Revital	TN	\$228,747	Executive Dir	\$85,902	\$85,902	2024
Beautiful Spirited Women	TN	\$129,715	Founder	\$23,750	\$24,452	2023
Arewa Aid Inc	TN	\$232,759	President	\$36,000	\$37,063	2023
Bethesda House Ministries	TN	\$241,366	Member	\$32,383	\$32,383	2024
431 Ministries	TN	\$242,034	President	\$70,137	\$70,137	2024
Love Helps Inc	TN	\$244,242	Executive Director	\$119,056	\$119,056	2024
The Forsaken Children Inc	TN	\$247,227	Communication Manager	\$29,649	\$30,525	2023
Smith County Help Center Inc	TN	\$250,177	Director	\$38,355	\$38,355	2024
Dial In Ministries Inc	TN	\$255,422	President	\$2,596	\$2,596	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Luke 14 Ministries	TN	\$263,223	Chief Executive Officer	\$75,000	\$75,000	2024
Christian Community Services Inc	TN	\$270,204	Executive Dir.	\$63,950	\$65,839	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 19 organizations. Compensation range \$2,596–\$119,056; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$180,491); for reference, expenses \$135,951 and assets \$352,478.

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

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16th
Total compensation (D + F), as reported (no adjustments)	16th
Reportable pay only (column D), adjusted	16th
All sources (D + E + F), adjusted	16th

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 (Lindsay White) 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 19 similarly situated organizations (Same NTEE sector (P20) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,859 is reasonable (approximately the 16th 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.