

Companions On A Journey

Executive Director / CEO

EIN 770675357

OH · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sheila Munafo-kanoza, Executive Director / CEO** (\$45,750) against **every comparable organization** that fit the selection criteria — **136** 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: Sheila Munafo-kanoza — 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 (F60).

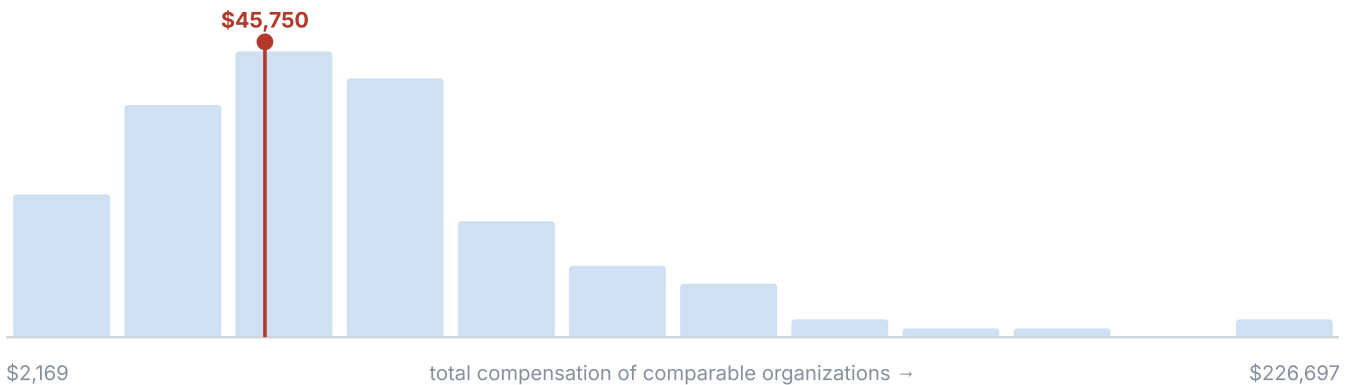
BUDGET Total revenue between \$253,420 and \$567,358 — 0.67x to 1.50x the subject's \$378,239 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

136 organizations qualified on sector, size, and geography

→ **136** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,603	\$33,830	\$55,090	\$76,018	\$109,788	\$45,750
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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 OH 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
Veteran Resilience Project Inc	MN	\$377,786	Vice Chair	\$2,325	\$2,169	2023
House In The Woods Inc	ME	\$380,477	Secretary/treas	\$14,968	\$14,151	2023
Nami Wayne & Holmes Counties	OH	\$380,782	Executive Di	\$38,728	\$38,728	2023
Thriving Families Counseling Services	IA	\$381,561	Director	\$140,508	\$137,451	2025
Deliver The Dream Inc	FL	\$381,679	Ceo/executiv	\$130,907	\$112,777	2024
Fighting Chance Inc	NY	\$381,997	Chairman & Ceo	\$60,000	\$49,721	2024
The Moriah Foundation	IL	\$370,540	Executive Director	\$134,325	\$124,682	2023
Concordia Counseling A Lutheran	IN	\$388,692	Ceo	\$43,175	\$41,754	2024
Story House Ministries Inc	IN	\$366,241	Executive Di	\$69,224	\$68,924	2023
Adams Purpose	CO	\$390,518	Executive Director	\$31,254	\$27,483	2024
Wells Of Wholeness Inc	GA	\$391,188	Executive Di	\$132,125	\$121,831	2024
Marriage Heritage Inc	GA	\$364,732	Ceo & Secretary	\$144,000	\$132,782	2024
Elevate North Texas	TX	\$392,082	Executive Director	\$60,000	\$55,041	2024
Life Over Coffee	SC	\$361,888	President	\$115,000	\$113,273	2023
Sanctuary Counseling Center	TN	\$360,869	Executive Director	\$102,500	\$98,806	2024
Transforming Resources	MN	\$360,142	Chairman & Ceo	\$122,850	\$114,610	2023
Life Focus Center Inc	NJ	\$396,394	President	\$47,600	\$38,974	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Drums In Recovery Inc	FL	\$397,477	President	\$183,200	\$157,829	2024
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$74,782	2024
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$126,900	2024
Common Ground A New Jersey	NJ	\$356,725	Executive Di	\$80,000	\$63,815	2025
Fruit That Remains Inc	AR	\$355,803	President/di	\$69,852	\$72,005	2024
Christopher Ministries Inc	TN	\$354,194	Director	\$16,850	\$16,722	2023
Life-giving Wounds Corporation	MD	\$352,796	President/chairman	\$103,995	\$89,162	2024
Horses & Heroes Inc	KS	\$352,786	Executive Director, Founder	\$33,653	\$33,342	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 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 OH 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	136 organizations. Compensation range \$2,169–\$226,697; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$378,239); for reference, expenses \$461,872 and assets \$148,163.
ROLE MATCH	Sheila Munafo-kanoza, reported title "EXECUTIVE DI", 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.

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	39 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	38 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 (Sheila Munafo-kanoza) 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 136 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,750 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.