

Un-shackled By Love

Executive Director / CEO

EIN 810876711

KY · NTEE P62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jewellan Morrison, Executive Director / CEO** (\$32,500) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

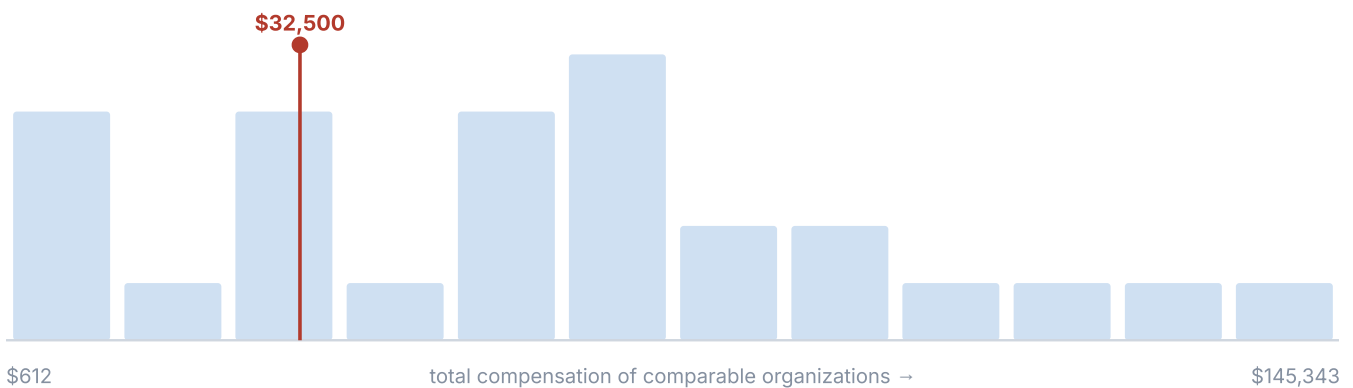
Benchmarked executive: Jewellan Morrison — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P62).
BUDGET	Total revenue between \$159,341 and \$356,734 — 0.67x to 1.50x the subject's \$237,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P62), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,681	\$29,132	\$57,954	\$80,067	\$108,439	\$32,500
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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 KY 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
Womensv	CA	\$238,460	Chair/exec. Dir	\$102,120	\$82,077	2024
Value Unconditional Inc	MO	\$238,699	President	\$91,489	\$90,193	2024
Dark Horse Global Inc	AZ	\$239,253	Pres	\$12,153	\$11,200	2023
Lubbock Victim Assistance Services	TX	\$240,527	Executive Director	\$156,103	\$145,343	2024
Texas Victim Services Association Inc	TX	\$231,456	Director	\$70,200	\$67,292	2023
Sheared Inc Dba Healing Tree	NY	\$231,353	Executive Director	\$59,961	\$51,921	2023
Sycamore Farm Ky Inc	KY	\$230,031	Director	\$30,572	\$30,572	2024
Hancock County Child Advocacy	IN	\$246,201	Executive Di	\$69,961	\$68,671	2024
Rahab's Daughters	IL	\$266,865	Executive Director	\$55,057	\$51,869	2023
Re-fined	CO	\$208,677	Executive Di	\$73,528	\$65,624	2024
Families Of Slain Children Incorporated	FL	\$206,987	Founder	\$700	\$612	2024
First Steps To Heal Incorporated	NY	\$270,464	Vp/secretary	\$127,665	\$107,376	2024
Oklahoma Interviewing Services Inc	OK	\$270,589	Executive Director	\$2,500	\$2,562	2024
I-5 Freedom Network	CA	\$203,039	Executive Director	\$32,890	\$25,753	2025
Victims Inc	NH	\$202,250	Exec Directo	\$53,745	\$47,555	2023
Speak Your Truth Today	CA	\$194,213	President	\$12,320	\$9,902	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Warehouse Nj	NJ	\$186,983	Founder, Executive Director	\$35,000	\$29,086	2024
3 A Bereavement Foundation	TX	\$179,499	Non Voting Board Mbr	\$31,338	\$29,178	2024
Childs Place	MN	\$300,860	Executive Director	\$76,701	\$72,627	2023
Faith In Girls Inc	CA	\$164,735	Project Director	\$28,000	\$22,504	2024
Lila Mae's House	IA	\$319,375	Executive Director	\$67,538	\$68,831	2024
Copper River Basin Child Advocacy Center	AK	\$320,713	Executive Dir.	\$85,200	\$78,057	2023
The Child Advocacy Center Of Carroll County	NH	\$321,856	Executive Director	\$103,279	\$91,385	2023
Swainqualla Safe Inc	NC	\$336,530	Executive Director	\$57,963	\$55,745	2024
Anti-human Trafficking Intelligence	NC	\$341,891	Founder / Chief Executive	\$114,411	\$110,034	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 27 organizations. Compensation range \$612–\$145,343; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$237,823); for reference, expenses \$190,036 and assets \$0.

ROLE MATCH Jewellan Morrison, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	33 rd
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	33 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 (Jewellan Morrison) 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 27 similarly situated organizations (Same NTEE sector (P62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,500 is reasonable (approximately the 33rd 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.