

Fcp Services Inc

Executive Director / CEO

EIN 812336932
 PA · NTEE P28
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **David Rankin, Executive Director / CEO** (\$56,072) against **every comparable organization** that fit the selection criteria — **727** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

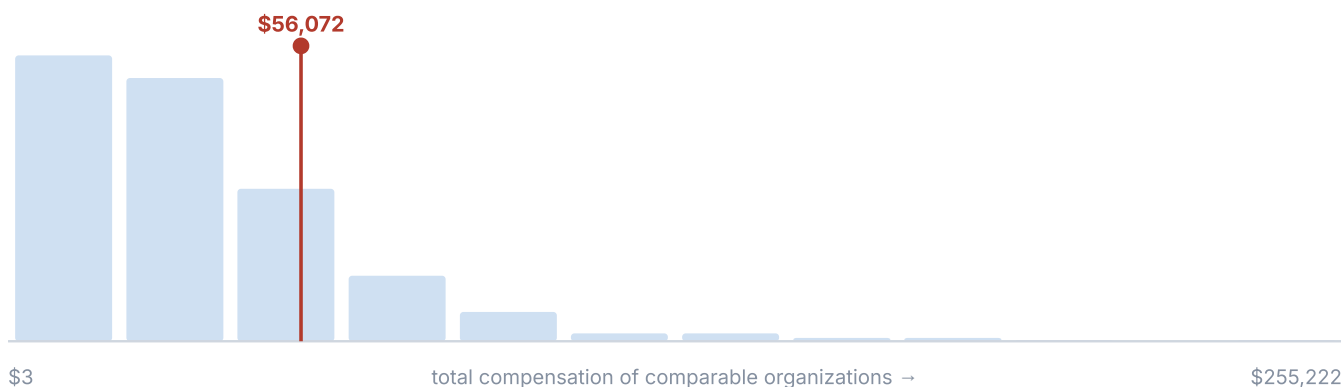
Benchmarked executive: David Rankin — reported title “EXECUTIVE DIRECTOR (BEG)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28).
BUDGET	Total revenue between \$71,539 and \$160,162 — 0.67x to 1.50x the subject's \$106,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

727 organizations qualified on sector, size, and geography → **727** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,317	\$15,715	\$30,525	\$50,344	\$71,180	\$56,072
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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 PA 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
Ymca Foundation Of Valparaiso In Inc	IN	\$106,866	Secretary	\$26,402	\$27,920	2024
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$44,451	2023
Through Our Eyes	PA	\$106,579	President	\$30,000	\$30,000	2024
Rebuilding The Foundations Ministry	TX	\$107,049	Director	\$5,437	\$5,615	2023
Pacific Living Alternatives	CA	\$107,366	President & Ceo	\$31,801	\$27,536	2024
Starkey Housing Inc	KS	\$106,182	Ceo	\$23,310	\$25,999	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$63,116	2024
Fayetteville-lincoln County Senior Citizens Inc	TN	\$107,456	Executive Director	\$21,055	\$21,621	2025
Lutheran Child And Family Services	IL	\$106,035	Ceo	\$12,380	\$12,566	2023
Children & Families First Endowment Inc	DE	\$105,984	Chief Executive Officer	\$15,963	\$15,674	2024
Hba Charitable Foundation	OK	\$107,625	Secretary	\$30,300	\$34,445	2023
Family Coaching Inc	TX	\$107,630	Executive Dir.	\$90,315	\$90,594	2024
Hope Center Of Leroy Inc	NY	\$107,728	Development Director	\$26,180	\$24,423	2023
Virtuemedial Inc	GA	\$107,745	President & Founder	\$83,197	\$86,363	2023
Fairmont Area Kinship Inc	MN	\$105,789	Executive Di	\$22,959	\$23,421	2023
Kind Cars Inc	UT	\$107,837	Director	\$7,500	\$7,697	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$21,930	2023
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$55,470	2023
Helping Appalachian Rural People	OH	\$105,673	President, C	\$30,000	\$32,804	2023
Homewerks Np	CA	\$105,454	President	\$35,640	\$30,861	2024
United We Serve	TX	\$108,100	Ceo/co-chairman	\$16,292	\$16,825	2023
Altogether In Love	CA	\$108,146	President	\$24,000	\$20,782	2024
Blessed Beginnings Inc	CA	\$105,252	President	\$825	\$735	2023
Clover Foundation Inc	LA	\$105,227	Director/ceo	\$15,237	\$17,321	2023
Trpil	PA	\$108,521	Ceo	\$19,158	\$19,158	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	727 organizations. Compensation range \$3–\$255,222; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$106,775); for reference, expenses \$117,879 and assets \$1,280,724.
ROLE MATCH	David Rankin, reported title " <i>EXECUTIVE DIRECTOR (BEG)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	210 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	56 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 (David Rankin) 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 727 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,072 is reasonable (approximately the 80th 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.