

No Longer Fatherless Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ernest Simmons, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **890** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

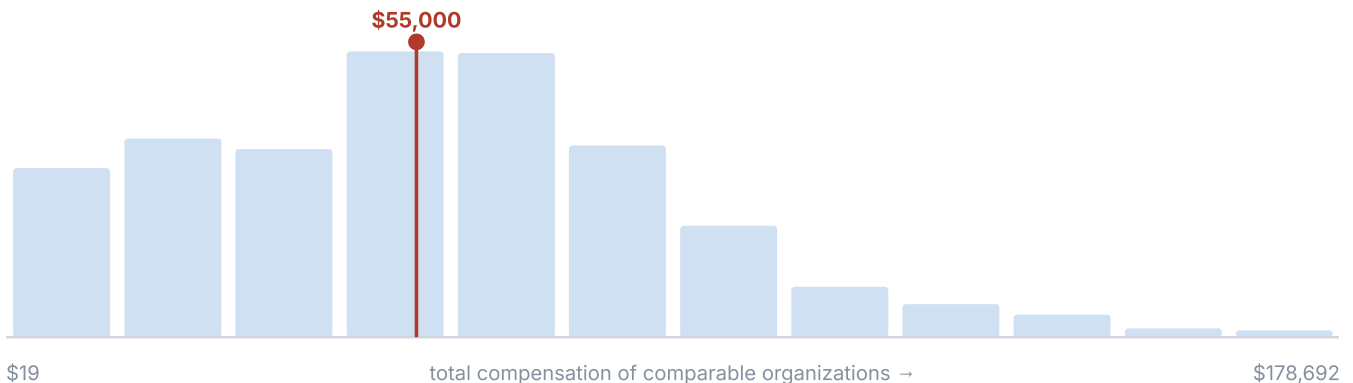
Benchmarked executive: Ernest Simmons — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O21).
BUDGET	Total revenue between \$191,370 and \$428,442 — 0.67x to 1.50x the subject's \$285,628 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

890 organizations qualified on sector, size, and geography → **890** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,612	\$31,505	\$56,073	\$76,909	\$98,453	\$55,000
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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
Champions Of Youth Inc	IN	\$285,623	Executive Dir.	\$55,120	\$63,703	2023
Youth Activism Project	MD	\$285,671	Chief Executive Officer	\$102,246	\$101,754	2024
Kids Junior Rodeo Association Of	TX	\$285,685	Secretary	\$4,854	\$5,169	2024
100cameras	NY	\$285,412	Ceo	\$28,793	\$27,696	2024
The Children's Playhouse Inc	NC	\$285,287	Executive Director	\$66,118	\$70,849	2025
Dont Shoot Guns Shoot Hoops	MN	\$286,035	Founder & Ceo	\$84,340	\$88,711	2024
Casa Of Scott County Inc	IN	\$286,281	Executive Director	\$64,010	\$71,855	2024
Washington Student Cycling League	WA	\$286,348	Executive Director	\$95,000	\$93,213	2023
Envision Your Pathway Inc	CA	\$286,377	Executive Director	\$104,000	\$93,131	2025
Colfax Community Network Inc	CO	\$286,392	Ceo	\$56,104	\$57,266	2024
Valley Friendship Club	MN	\$284,830	Executive Director	\$66,135	\$71,617	2023
Omni Circle Group Inc	KS	\$286,427	Ceo	\$61,500	\$72,815	2023
Childrens Justice And Advocacy Center	IN	\$284,683	Executive Director	\$42,124	\$48,683	2023
Seattle Cares Circle Of The National Cares Mentoring Movement	WA	\$286,955	Executive Director	\$88,833	\$87,162	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dream Company	HI	\$286,991	President/secretary/direct	\$19,530	\$19,163	2023
Family Youth Community Connections	MN	\$287,075	Director	\$101,851	\$104,369	2025
Connections 4 Kids	CO	\$284,091	Executive Director	\$91,629	\$91,116	2025
Franklin-simpson Baseball Boosters Inc	KY	\$284,055	Treasurer	\$2,200	\$2,516	2024
Wellfit Girls Program Southwest	FL	\$287,269	Executive Director (Thru Jan '24)	\$99,100	\$99,100	2024
Happystars Youth Program Inc	FL	\$287,279	President	\$50,385	\$50,385	2024
Parks Community Support Services Inc	LA	\$283,953	Director	\$40,800	\$49,236	2023
Jo-ota Methodist Association	MO	\$283,639	Executive Di	\$49,904	\$57,926	2023
School Of Unity And Liberation	CA	\$283,558	Executive Dir.	\$76,013	\$71,933	2023
Next Generation Ministries Inc	LA	\$283,541	Ceo, Director	\$60,360	\$70,750	2024
Badger Association For Athletic Develop	CA	\$283,416	President & Ceo	\$45,500	\$41,823	2024

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	890 organizations. Compensation range \$19–\$178,692; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$285,628); for reference, expenses \$232,279 and assets \$133,362.
ROLE MATCH	Ernest Simmons, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	48 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	46 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 (Ernest Simmons) 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 890 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 48th 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.