

Family Renewal Project

Executive Director / CEO

EIN 814191808

KY · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Van Roi, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

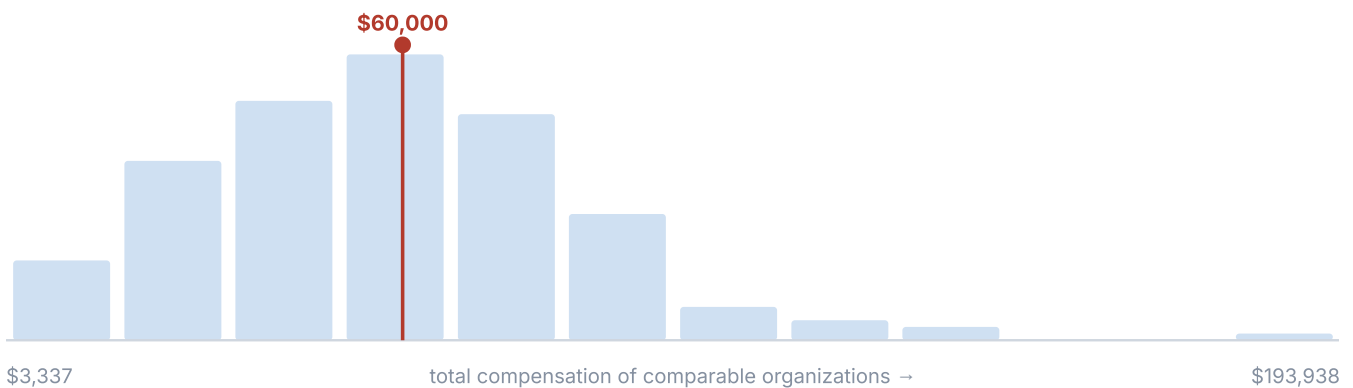
Benchmarked executive: Andrew Van Roi — reported title "COUNSELOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$293,763 and \$657,679 — 0.67x to 1.50x the subject's \$438,453 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography → **182** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$24,130	\$39,162	\$57,007	\$74,040	\$90,303	\$60,000
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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 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
Family Voices Colorado Inc	CO	\$438,591	Executive Di	\$78,780	\$72,388	2023
The Family Institute For Health And Human Services	NC	\$437,900	Office Support	\$30,000	\$29,704	2023
Community Early Learning Center Of The	WI	\$439,044	Executive Director	\$39,119	\$39,149	2023
Salem Family Resources Success By 6	NH	\$439,466	Former Executive Director	\$68,463	\$57,324	2025
Magnolia Foundation	TN	\$440,202	Founder Ceo	\$76,154	\$74,507	2024
The Well Resource Center Nfp	IL	\$433,475	Director	\$78,660	\$71,979	2024
El Instituto De Orientacion Y Terapia Familiar	PR	\$433,347	Exec Director	\$43,800	\$45,094	2023
Richmond City Pregnancy Resource Center Incorporated	VA	\$432,705	Executive Director	\$97,341	\$90,065	2023
Mcdowell Pregnancy Care Center Inc	NC	\$428,664	Director	\$35,177	\$33,831	2024
Family Hope Inc	IN	\$449,562	Executive Director	\$89,960	\$88,301	2024
Imtasik Family Counseling Services Inc	CA	\$426,908	Chief Executive Director	\$11,163	\$8,972	2024
Wilson Commencement Park	NY	\$425,933	Executive Director	\$30,990	\$26,065	2024
Fort Smith Christian Family Servicesinc	AR	\$451,322	Executive Director	\$40,107	\$41,962	2024
The New Life Center Inc	TN	\$425,245	President	\$34,757	\$34,005	2024
Vocare	CO	\$424,968	President	\$108,490	\$96,828	2024
Options For Women	MO	\$453,790	Executive Di	\$63,280	\$60,776	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Black Mothers In Power	DE	\$453,857	Director	\$90,426	\$82,412	2024
Nehemiah Community Empowerment Center Inc	NC	\$423,000	Executive Director/ceo	\$29,000	\$27,171	2025
The Family & Children's Society Inc	NY	\$421,119	Executive Director	\$26,662	\$23,088	2023
Eagles Flight Advocacy And Outreach	TX	\$420,891	Director	\$36,000	\$35,923	2022
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$66,733	2024
New Day Inc	PA	\$418,002	Executive Di	\$57,879	\$55,311	2023
Restore Small Groups	TN	\$417,004	Founder & Executive Director	\$91,683	\$89,701	2024
The Pregnancy & Family Life Center	FL	\$462,110	Executive Dir.	\$65,445	\$57,225	2024
Crossroads Pregnancy Resource Center	KY	\$413,393	Executive Director	\$75,383	\$75,383	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 182 organizations. Compensation range \$3,337–\$193,938; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$438,453); for reference, expenses \$418,113 and assets \$594,708.

ROLE MATCH	Andrew Van Roi, reported title " <i>COUNSELOR</i> ", 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.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	57 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	55 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 (Andrew Van Roi) 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 182 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 57th 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.