

# The Soul Phone Foundation

Executive Director / CEO

EIN 814529985

OH · NTEE U20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Pitstick, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

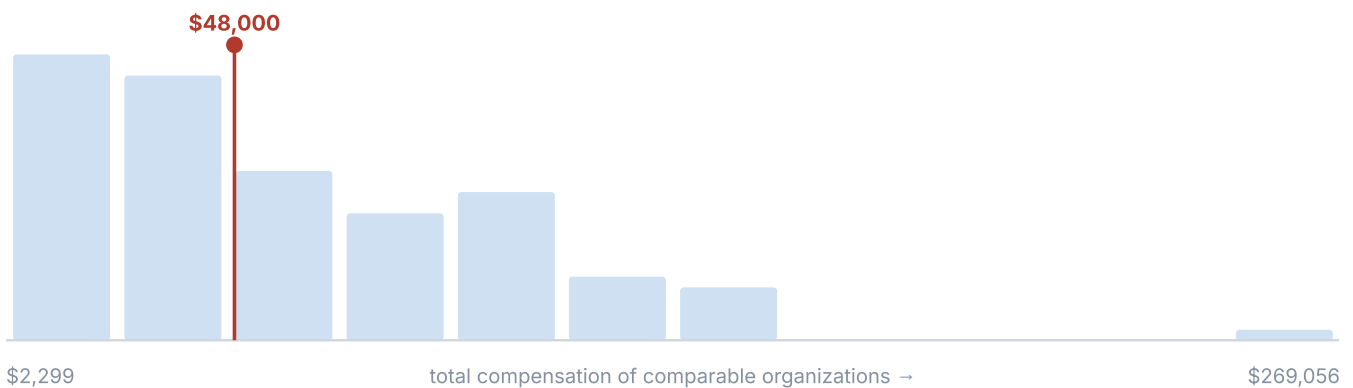
**Benchmarked executive:** Mark Pitstick — reported title “PRESIDENT, DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (U20).  |
| BUDGET    | Total revenue between \$168,361 and \$376,929 — 0.67x to 1.50x the subject's \$251,286 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.   |

**106** organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |           |          |
|---------|----------|----------|----------|-----------|----------|
| \$9,932 | \$23,790 | \$47,318 | \$89,962 | \$115,379 | \$48,000 |
|---------|----------|----------|----------|-----------|----------|



## ■ 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   |
|---|-------|-----------|-----------------------------------|-----------------|------------------|------|
| <a href="#">Engineering Change Lab - Usa</a>          | NE    | \$251,213 | President Executive Director      | \$62,400        | <b>\$63,366</b>  | 2023 |
| <a href="#">Transparency Coalition Action Fund</a>    | WA    | \$250,168 | Chair                             | \$30,000        | <b>\$25,359</b>  | 2023 |
| <a href="#">Cyberdrone Challenge</a>                  | MD    | \$250,002 | Treasurer                         | \$10,000        | <b>\$8,574</b>   | 2024 |
| <a href="#">Cultural Heritage Imaging</a>             | CA    | \$249,370 | President                         | \$48,750        | <b>\$38,604</b>  | 2024 |
| <a href="#">Assoc Of Computer Science Leagues Inc</a> | RI    | \$253,725 | Preszident                        | \$56,000        | <b>\$47,974</b>  | 2025 |
| <a href="#">Owner-operator Independent Drivers</a>    | MO    | \$254,002 | Director Of Op.                   | \$103,395       | <b>\$103,395</b> | 2023 |
| <a href="#">Rocks Build America Foundation</a>        | VA    | \$254,249 | Int. Pres. & Ceo (From 10/2024)   | \$59,384        | <b>\$52,582</b>  | 2024 |
| <a href="#">The Micropaleontology Press</a>           | NY    | \$247,984 | Exe. Editor                       | \$52,000        | <b>\$43,091</b>  | 2024 |
| <a href="#">Bluechip Ratings Inc</a>                  | DE    | \$255,635 | Director, Secretary And Treasurer | \$25,000        | <b>\$23,112</b>  | 2023 |
| <a href="#">White Dwarf Research Corporation</a>      | CO    | \$258,403 | Executive Director                | \$157,711       | <b>\$138,683</b> | 2024 |
| <a href="#">Institute For Workforce Advancement</a>   | NY    | \$260,315 | Director Of Finance               | \$140,724       | <b>\$116,616</b> | 2024 |
| <a href="#">Campersand Co</a>                         | NM    | \$260,814 | Executive Director                | \$10,000        | <b>\$9,863</b>   | 2024 |
| <a href="#">Collaborative Earth Institute</a>         | CA    | \$261,533 | Executive Dir.                    | \$23,500        | <b>\$19,159</b>  | 2023 |
| <a href="#">Us Technology Leadership Council</a>      | VA    | \$261,639 | Director And Vp Of Operati        | \$143,000       | <b>\$126,621</b> | 2024 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE      | COMP<br>(REPORTED) | COMP<br>(ADJUSTED) | FY   |
|--|-------|-----------|--------------------|--------------------|--------------------|------|
| <a href="#">Other Internet Research Institute</a>                  | NY    | \$261,816 | President          | \$25,346           | <b>\$21,624</b>    | 2023 |
| <a href="#">Bible Archeology Search And Exploration Foundation</a> | CO    | \$263,551 | President          | \$20,183           | <b>\$17,748</b>    | 2024 |
| <a href="#">Northern Research Technical Assistance Center</a>      | CO    | \$237,609 | President          | \$15,019           | <b>\$13,597</b>    | 2023 |
| <a href="#">The Plastic Ocean Project Inc</a>                      | NC    | \$237,608 | Executive Director | \$7,666            | <b>\$7,264</b>     | 2024 |
| <a href="#">Mississippi Engineering Society</a>                    | MS    | \$237,479 | Executive Director | \$48,126           | <b>\$49,155</b>    | 2024 |
| <a href="#">Climate Law And Policy Project Inc</a>                 | MD    | \$266,745 | President/chairman | \$182,273          | <b>\$156,275</b>   | 2024 |
| <a href="#">Advanced Heliophysics</a>                              | CA    | \$235,524 | President Ceo      | \$122,018          | <b>\$99,478</b>    | 2023 |
| <a href="#">Mining And Minerals Education Foundation</a>           | AZ    | \$267,071 | Exec Director      | \$40,000           | <b>\$34,369</b>    | 2025 |
| <a href="#">Black Girls Do Engineer Corporation</a>                | TX    | \$267,106 | Ceo                | \$54,904           | <b>\$50,366</b>    | 2024 |
| <a href="#">Institute For Leadership In Capital Projects</a>       | TX    | \$267,428 | Executive Director | \$56,905           | <b>\$52,201</b>    | 2024 |
| <a href="#">Fresh Pond Research Institute Inc</a>                  | MA    | \$234,990 | President          | \$57,000           | <b>\$46,973</b>    | 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

|                 |   |
|-----------------|---|
| PEER COUNT      | 106 organizations. Compensation range \$2,299–\$269,056; filing years 2022–2025.  |
| SIZE BASIS      | Matched on total revenue (\$251,286); for reference, expenses \$195,592 and assets \$69,889.  |
| ROLE MATCH      | Mark Pitstick, reported title " <i>PRESIDENT, DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b> |
| RELATED-ORG PAY | 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 1 peer 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 | 52 <sup>nd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 44 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 54 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 44 <sup>th</sup>   |

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 (Mark Pitstick) 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 106 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 52<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.