

Suttons Support Services Inc

Executive Director / CEO

EIN 815433515

FL · NTEE J20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carolyn Sutton, Executive Director / CEO** (\$85,500) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Carolyn Sutton — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$231,125 and \$517,446 — 0.67x to 1.50x the subject's \$344,964 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,399

\$50,344

\$73,492

\$88,262

\$103,129

\$85,500



■ 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
International Hartford Ltd	CT	\$344,420	Executive	\$85,000	\$84,836	2024
Timberline Adult Day Services	CO	\$339,071	Executive Director	\$86,656	\$88,451	2024
Open Employment	CA	\$335,183	President	\$60,000	\$55,151	2024
Black Cooperative Impact Fund	CA	\$332,956	President	\$60,000	\$56,780	2023
Music City Construction Careers Inc	TN	\$357,097	Training Director	\$78,375	\$87,695	2024
Working Family Solidarity	IL	\$332,018	Executive Director	\$59,167	\$61,919	2024
Ct Against Gun Violence Education Fund Inc	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	\$26,487	2024
Shirlington Employment And Education Center Inc	VA	\$328,025	Executive Director	\$71,756	\$73,751	2024
Urban Solutions Training & Development Corporation	MI	\$327,984	Founder And Ceo	\$6,000	\$6,592	2024
Career Connectors Network	AZ	\$326,527	Founder Ceo	\$60,923	\$62,369	2024
Diversity Cyber Council Inc	GA	\$367,282	President	\$37,500	\$41,323	2023
Margate Business Association Inc	NJ	\$367,350	Executive Director	\$76,667	\$72,865	2024
Save A Suit	CT	\$321,014	Executive Dir.	\$43,686	\$43,602	2024
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$81,030	2023
Jackson County Twenty First Century Coun	AL	\$316,326	Director	\$62,000	\$71,300	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$91,835	2024
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$53,692	2024
Life Work Planning Center Board Inc	MN	\$387,897	Executive Director	\$112,724	\$115,510	2025
Christian Womens Job Corps Of Kerr County	TX	\$301,268	Executive Director	\$70,092	\$74,635	2024
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$24,590	2023
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$94,983	2025
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$33,378	2023
Nevada Business Opportunity Fund	NV	\$292,801	Executive Director	\$556,640	\$593,941	2024
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$32,643	2023
Dress For Success Sw Florida Inc	FL	\$290,787	Executive Director	\$75,510	\$77,740	2023

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 **82** organizations. Compensation range \$5,393–\$593,941; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$344,964); for reference, expenses \$358,162 and assets \$98,725.
ROLE MATCH	Carolyn Sutton, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	71 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	65 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 (Carolyn Sutton) 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 10, 2026, comparing compensation against 82 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,500 is reasonable (approximately the 71st 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 10, 2026.