

Self Advocates Of Indiana Inc

Executive Director / CEO

EIN 820540488

IN · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Noah Upchurch, Executive Director / CEO** (\$1,835) against **every comparable organization** that fit the selection criteria — **268** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$194,942 and \$436,438 — 0.67x to 1.50x the subject's \$290,959 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

268 organizations qualified on sector, size, and geography → **268** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,878	\$29,464	\$50,061	\$68,100	\$81,439	\$1,835
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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 IN 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
Circle Haven Inc	NJ	\$290,832	Executive Dir.	\$97,500	\$82,548	2024
Caring Voices	CO	\$289,998	Program Coornator/ Direct Care Staff	\$21,888	\$19,902	2024
Good News For Life Inc	FL	\$293,009	President Ce	\$72,000	\$64,139	2024
Georgetown Village Inc	DC	\$293,297	Executive Di	\$98,627	\$84,494	2023
Us Vet Corps Resources	SC	\$287,767	President	\$30,375	\$30,936	2023
The Age Friendly Foundation Inc	MA	\$287,753	Treasurer/clerk	\$675	\$575	2024
Cambridge Neighbors Inc	MA	\$294,299	Executive Director	\$80,000	\$68,170	2024
The Connecticut Community	CT	\$295,126	Executive Di	\$56,950	\$49,329	2025
A New Beginning For You Inc	AL	\$296,564	President	\$72,800	\$76,782	2023
Association For Texas Advocates Inc	TX	\$285,334	Executive Director	\$63,333	\$60,075	2024
Innovative Partnerships Nfp	IL	\$297,027	Ceo/cfo	\$17,001	\$16,317	2023
Inspire Continuing Care	IL	\$284,691	Executive Director	\$39,600	\$38,008	2023
Association Of Community Services Of Howard County	MD	\$298,064	Executive Director	\$75,500	\$68,911	2023
Muslim Family Services Of Colorado	CO	\$283,497	Executive Director	\$37,550	\$35,151	2023
City Of Refuge Pulaski Inc	VA	\$282,653	President	\$18,000	\$16,481	2024
Harrisburg Cultural & Social Servic	MS	\$282,173	Executive Di	\$21,000	\$22,179	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homeless Veterans Services Of Dallas Inc	TX	\$281,631	President	\$17,000	\$16,602	2023
The Next Stop Foundation Inc	GA	\$281,534	President	\$39,900	\$38,043	2024
Stirrups N Strides Therapeutic Riding	FL	\$281,514	Officer, Executive Directo	\$29,867	\$26,606	2024
Erins Hope For Friends Inc	GA	\$300,546	Executive Dir.	\$70,785	\$67,491	2024
St Croix Mission Outreach Inc	VI	\$281,266	Executive Director	\$65,000	\$65,000	2024
Prosumers International	TX	\$280,057	Executive Director	\$51,000	\$48,377	2024
Love Inc Of Greater Cushing	OK	\$279,938	Executive Dir.	\$33,296	\$34,767	2024
Island Connections	ME	\$302,749	Executive Di	\$63,622	\$60,411	2024
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$71,711	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	268 organizations. Compensation range \$575–\$359,355; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$290,959); for reference, expenses \$276,362 and assets \$116,338.
ROLE MATCH	Noah Upchurch, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	25 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	1 st

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 (Noah Upchurch) 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 268 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,835 is reasonable (approximately the 1st 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.