

Interfaith Community Pads Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Harrison Holtkamp, Executive Director / CEO** (\$54,807) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Harrison Holtkamp — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P85).

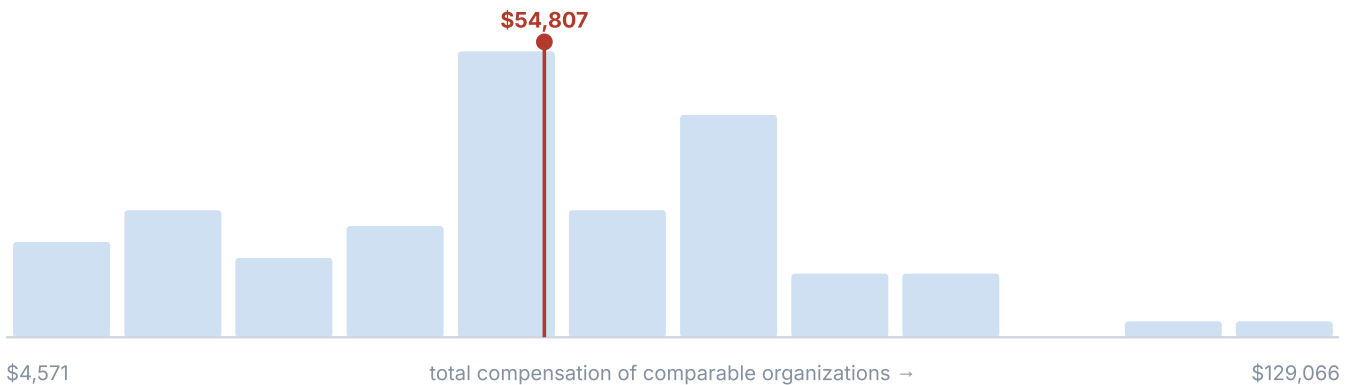
BUDGET Total revenue between \$297,043 and \$665,022 — 0.67x to 1.50x the subject's \$443,348 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography

→ **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,436	\$35,791	\$53,501	\$71,234	\$81,883	\$54,807
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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
Family Promise Of Montgomery County	TX	\$445,304	Exec Dir	\$72,711	\$68,971	2024
Homeless Gay Kids - Houston	TX	\$441,152	Executive Director	\$100,641	\$95,464	2024
3rd Shift Warming Cooling Center	OH	\$447,015	Executive Director	\$53,380	\$52,231	2025
Family Promise Of The Midlands Inc	SC	\$438,794	Executive Director	\$93,265	\$94,990	2023
Rebuilding Paradise	NC	\$449,984	President	\$115,000	\$112,678	2024
Family Promise Of York Countyinc	SC	\$450,617	Execuitve Di	\$53,737	\$53,160	2024
Merge Memphis	TN	\$429,848	Board Member	\$34,560	\$35,466	2023
Goshen Interfaith Hospitality	IN	\$457,306	Executive Director	\$73,130	\$73,130	2024
Portsmouth Volunteers For The	VA	\$428,982	Executive Director	\$69,566	\$65,576	2023
Family Promise Of Augusta Inc	GA	\$428,813	Executive Director	\$54,157	\$51,637	2024
Family Promise Of Lawton Incorporated	OK	\$426,003	Executive Director	\$43,811	\$47,097	2023
Community Education Partnerships	CA	\$425,539	Executive Director	\$87,500	\$73,764	2023
Humanity Heroes Foundation	CA	\$462,932	Fundraising Manager	\$110,570	\$90,538	2024
Texoma Family Shelter	TX	\$423,196	Executive Dir	\$63,750	\$60,471	2024
Live Love Outreach	WA	\$464,251	Director	\$31,020	\$27,113	2023
Laramie Soup Kitchen	WY	\$465,083	Executive Di	\$70,000	\$71,079	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wellsprings Village Inc	TX	\$470,507	Ex-officio	\$70,000	\$68,361	2023
Homeless Helping Homeless	MN	\$415,909	Chair Of Board	\$16,499	\$15,916	2023
Family Promise Of Baldwin County	AL	\$415,836	Executive Di	\$61,669	\$63,176	2024
Jesus House Odessa Inc	TX	\$415,539	Executive Director	\$91,900	\$87,173	2024
Heart House Inc	IN	\$471,783	Current Exe Director	\$65,183	\$65,183	2024
Hogar Del Buen Pastor Inc	PR	\$471,978	Executive Di	\$66,458	\$68,421	2023
The Port Ministries	IL	\$411,460	Executive Director	\$80,024	\$74,603	2024
Inspire Together	CA	\$475,517	Ceo	\$97,115	\$81,870	2023
Tioga County Homeless Initiative	PA	\$410,902	Director Ope	\$44,875	\$42,436	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 76 organizations. Compensation range \$4,571–\$129,066; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$443,348); for reference, expenses \$414,024 and assets \$1,082,031.

ROLE MATCH Harrison Holtkamp, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	54 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	53 rd

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 (Harrison Holtkamp) 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 76 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,807 is reasonable (approximately the 54th 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.