

Lets Go Services

Executive Director / CEO

EIN 824367884

VA · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Theresa M Sears, Executive Director / CEO** (\$33,231) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

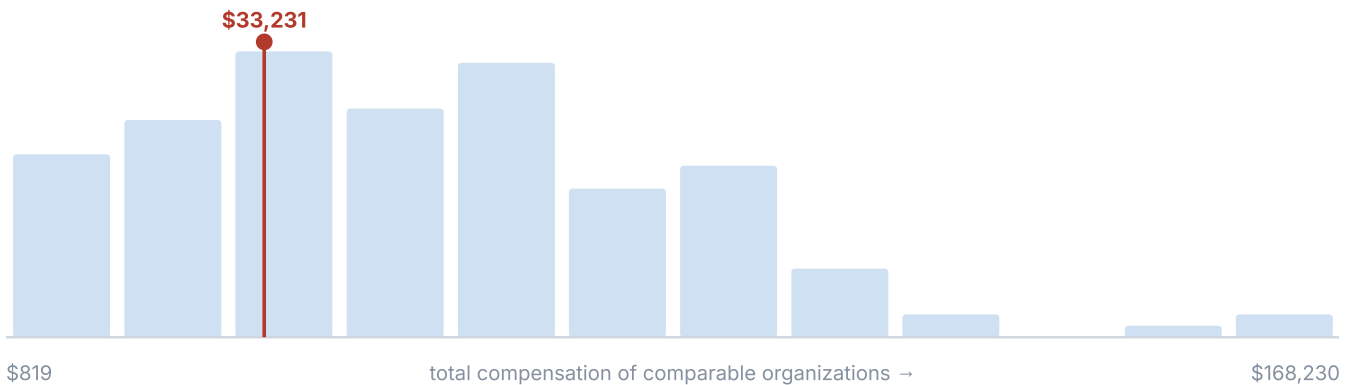
Benchmarked executive: Theresa M Sears — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$161,427 and \$361,404 — 0.67x to 1.50x the subject's \$240,936 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,922	\$29,389	\$50,151	\$75,225	\$93,156	\$33,231
----------	----------	----------	----------	----------	-----------------



■ 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 VA 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
Word Game Players Organization	MN	\$240,589	Treasurer, Director	\$3,800	\$3,889	2024
El Sistema Usa	NC	\$240,424	Executive Director	\$95,000	\$104,666	2023
Evangelical Alliance For Immigration	AR	\$241,550	Director	\$80,500	\$93,715	2024
Woosaa Wellness Inc	NY	\$242,434	Chair	\$70,019	\$67,464	2023
Info For Families Inc	GA	\$238,935	President	\$161,548	\$168,230	2024
Entrusted Houston	TX	\$243,479	Executive Dir.	\$40,000	\$42,664	2023
Field Of Dreams Inc	CA	\$238,158	Secretary	\$30,150	\$26,964	2024
Communities United For Action	OH	\$237,858	Executive Director	\$77,297	\$84,791	2024
Seeds Of Harmony Inc	AZ	\$237,318	Executive Dir.	\$56,791	\$56,566	2024
Beyond Violence Inc	PA	\$244,604	Executive Director	\$43,680	\$46,446	2023
Fish For Life Inc	CA	\$246,187	President	\$70,000	\$62,602	2024
Victory Restoration Centers	LA	\$246,790	President	\$3,462	\$3,948	2024
Williamsburg Area Faith In Action I	VA	\$247,693	Executive Director	\$69,615	\$69,615	2024
Crack House Ministries	OH	\$234,126	President	\$78,230	\$88,349	2023
Gift Of Hope Inc	MO	\$247,837	Executive Di	\$83,121	\$88,829	2025
Waterfront Village Inc	DC	\$248,116	Executive Director	\$77,500	\$70,435	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mount Olives Community Center Inc	MA	\$233,125	President	\$15,735	\$15,077	2023
Desert Sol Inc	AZ	\$232,668	President/ceo	\$3,000	\$2,988	2024
Next Steps The Colony	TX	\$249,284	Case Manager	\$75,371	\$80,391	2023
Share Community	CA	\$251,687	President	\$95,596	\$85,493	2024
Extended Family	AL	\$230,175	Executive Director	\$39,646	\$44,359	2024
Kukulu Kumuhana O Anahola	HI	\$252,145	Executive Dir.	\$69,022	\$64,001	2024
Refuge Widowers Inc	GA	\$229,326	Founder/ceo	\$91,567	\$95,355	2024
Welcome Home Montrose Inc	CO	\$229,142	Executive Director	\$41,500	\$41,214	2024
Junebug Mother And Child Inc	VT	\$253,845	Excutive Director	\$59,085	\$61,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	143 organizations. Compensation range \$819–\$168,230; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$240,936); for reference, expenses \$169,688 and assets \$161,159.
ROLE MATCH	Theresa M Sears, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	25 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 (Theresa M Sears) 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 143 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,231 is reasonable (approximately the 29th 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.