

This analysis benchmarks the total compensation of **Jodie Vinson, Executive Director / CEO** (\$73,999) against **every comparable organization** that fit the selection criteria — **1065** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

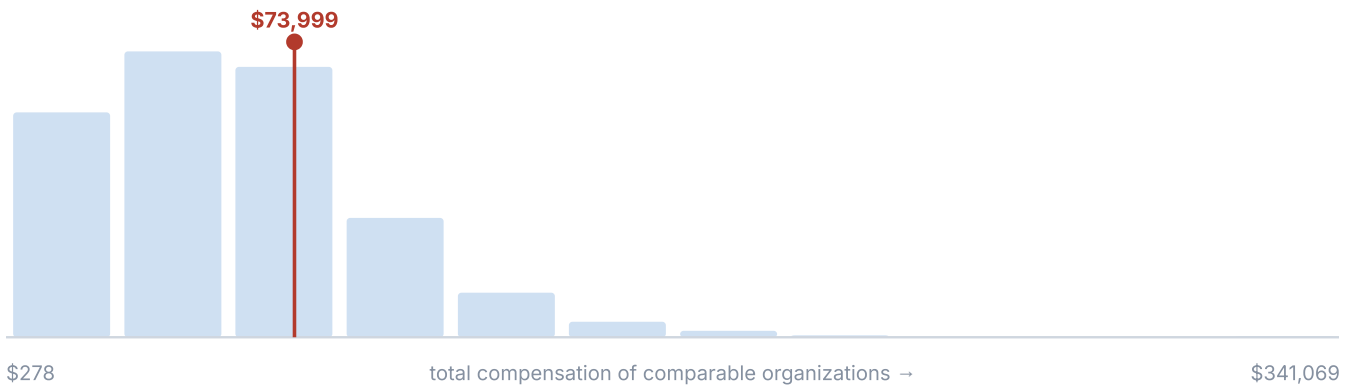
Benchmarked executive: Jodie Vinson — reported title “Program Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P20).
- BUDGET** Total revenue between \$219,690 and \$491,845 — 0.67x to 1.50x the subject's \$327,897 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,065 organizations qualified on sector, size, and geography → **1,065** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,663	\$30,713	\$54,613	\$78,034	\$101,438	\$73,999
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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 RI 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
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$65,433	2024
One Challenge Usa	CO	\$327,988	Executive Director	\$8,466	\$8,466	2024
Yolo Healthy Aging Alliance	CA	\$328,066	Executive Director	\$29,423	\$27,279	2023
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,478	2023
Hope- Esperanza	NE	\$327,361	Employment Coordinator	\$20,800	\$22,730	2025
Blue Mountain Escape Inc	PA	\$326,936	Manager	\$20,560	\$21,382	2024
Out Of A Jam Inc	IN	\$326,932	Executive Di	\$90,160	\$99,156	2024
Cancer Journeys Foundation	CA	\$328,870	Chairman	\$365	\$329	2024
Striving For Excellence Academy Inc	FL	\$326,797	President	\$76,438	\$74,887	2024
The Clubhouse For Special Needs	TX	\$326,770	Administrative Director	\$53,280	\$57,224	2023
Mi Work Matters	MI	\$329,101	Executive Di	\$68,077	\$73,280	2024
Camberwell Grief Sanctuary	KY	\$329,140	Executive Director	\$59,893	\$69,089	2023
Cornerstone Of Grace	WI	\$329,196	Director	\$63,592	\$71,307	2023
Heartlove Place Inc	WI	\$326,422	Executive Dir.	\$130,379	\$146,197	2023
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$103,534	2024
Gaston Residential Development Inc	NC	\$329,537	President	\$19,201	\$20,157	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Prepare Inc	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	\$42,677	2024
Advocates For Immigrant Survivors	TX	\$326,092	Co-executive Director	\$111,619	\$116,442	2024
Father Bill Atkinson Center	PA	\$329,726	Program Manager	\$33,852	\$35,206	2024
Lubick Foundation	CO	\$326,003	Executive Dir.	\$54,238	\$54,238	2024
Youth Volunteer Corps Of Hampton	VA	\$325,852	Executive Di	\$69,667	\$70,151	2024
Innermission Inc	IN	\$330,274	Executive/director	\$30,059	\$34,035	2023
Open Doors To Future Possibilities Inc	CA	\$325,364	President	\$45,143	\$40,653	2024
Mount Hope Montessori School Inc	CT	\$325,227	School Administrator	\$33,750	\$32,151	2025
Promise Community Development Inc	KY	\$331,066	Executive Director	\$51,037	\$58,873	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 1065 organizations. Compensation range \$278–\$341,069; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$327,897); for reference, expenses \$327,808 and assets \$703,219.

ROLE MATCH	Jodie Vinson, reported title " <i>Program Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	70 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	68 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 (Jodie Vinson) 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 1065 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,999 is reasonable (approximately the 70th 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.