

# People Of All Colors Succeed Organization

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jamie Grayson, Executive Director / CEO** (\$162,306) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

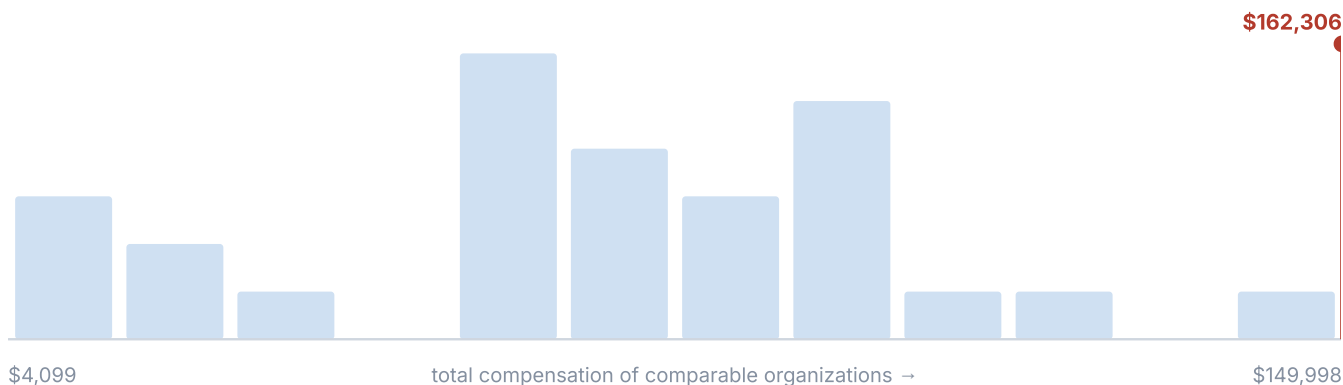
**Benchmarked executive:** Jamie Grayson — reported title “Executive Director - Founder”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$334,339 and \$748,521 — 0.67x to 1.50x the subject's \$499,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MO + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,075	\$54,947	\$67,758	\$96,005	\$102,400	\$162,306
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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 MO 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
<a href="#">Michael Od Brown We Love Our Sons And</a>	MO	\$504,033	President	\$120,000	<b>\$120,000</b>	2023
<a href="#">Budget And Financial Management Assistance</a>	MO	\$489,388	Executive Director	\$76,544	<b>\$76,544</b>	2023
<a href="#">Humanitri</a>	MO	\$475,843	Executive Director	\$99,234	<b>\$96,387</b>	2024
<a href="#">Peterson Outdoors Ministries</a>	MO	\$462,743	President	\$64,168	<b>\$62,327</b>	2024
<a href="#">In His Name Ministries</a>	MO	\$544,428	President	\$14,400	<b>\$13,987</b>	2024
<a href="#">Rs Foundation</a>	MO	\$552,695	President	\$22,368	<b>\$21,726</b>	2024
<a href="#">Safety Council Of Greater St Louis</a>	MO	\$439,145	Executive Director	\$69,164	<b>\$69,164</b>	2023
<a href="#">Camp Encourage</a>	MO	\$561,012	Executive Director	\$66,361	<b>\$64,457</b>	2024
<a href="#">Pieces Peaces</a>	MO	\$423,591	Director	\$30,300	<b>\$29,431</b>	2024
<a href="#">Community Of Hope</a>	MO	\$411,572	Executive Director	\$149,998	<b>\$149,998</b>	2023
<a href="#">Metropolitan St Louis Equal Housing &amp; Opportunity</a>	MO	\$597,862	Executive Director Prior	\$67,758	<b>\$67,758</b>	2023
<a href="#">Bree's Gift Inc</a>	MO	\$396,087	Administrative/development	\$4,220	<b>\$4,099</b>	2024
<a href="#">Children's Hope International</a>	MO	\$610,872	Executive Di	\$102,060	<b>\$99,132</b>	2024
<a href="#">Communities First</a>	MO	\$616,200	Executive Director	\$106,000	<b>\$106,000</b>	2023
<a href="#">South Side Farms</a>	MO	\$623,646	Operations Dir	\$65,000	<b>\$63,135</b>	2024
<a href="#">Start At Zero Inc</a>	MO	\$625,126	Executive Director	\$84,121	<b>\$84,121</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Parent Power Lab Inc</a>	MO	\$369,290	Chair	\$85,000	<b>\$82,561</b>	2024
<a href="#">The Kaufman Fund</a>	MO	\$631,484	Executive Director	\$61,154	<b>\$59,400</b>	2024
<a href="#">Merrystarkey Bridge Inc</a>	MO	\$359,507	Executive Director	\$100,000	<b>\$100,000</b>	2023
<a href="#">Jacob's Ladder Care Services Inc</a>	MO	\$336,934	Treasurer	\$19,698	<b>\$19,133</b>	2024
<a href="#">Bike Share Kc</a>	MO	\$671,133	Executive Di	\$7,842	<b>\$7,617</b>	2024
<a href="#">Opportunities Without Limits Inc</a>	MO	\$697,380	Ceo Clinical Director	\$100,000	<b>\$97,131</b>	2024
<a href="#">The Joshua Chamberlain Society</a>	MO	\$713,042	Executive Director Of Deve	\$58,300	<b>\$56,627</b>	2024
<a href="#">Hand In Hand Multicultural Center</a>	MO	\$720,762	Executive Di	\$54,839	<b>\$53,266</b>	2024
<a href="#">Pregnancy Help Center Of Central</a>	MO	\$726,750	Executive Di	\$67,134	<b>\$65,208</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2023 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 MO 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 27 organizations. Compensation range \$4,099–\$149,998; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$499,014); for reference, expenses \$579,685 and assets \$197,405.

**ROLE MATCH** Jamie Grayson, reported title *"Executive Director - Founder"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	96 <sup>th</sup>

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 (Jamie Grayson) 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 27 similarly situated organizations (Same NTEE sector (P20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,306 is reasonable (approximately the 100<sup>th</sup> 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.