

Integrated Renewal

Executive Director / CEO

EIN 850502547

WA · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debbie D Abrahamson, Executive Director / CEO** (\$140,519) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Debbie D Abrahamson — reported title “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 (P99).

BUDGET Total revenue between \$260,276 and \$582,708 — 0.67x to 1.50x the subject's \$388,472 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

189 organizations qualified on sector, size, and geography

→ **189** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$20,829	\$38,893	\$69,407	\$92,346	\$118,195	\$140,519
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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 WA 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
Lifenet Inc	NJ	\$388,499	Executive Director	\$128,709	\$132,146	2023
Womens Society Of Cyberjutsu	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	\$19,412	2024
Kitka Inc	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	\$79,802	2024
Paraklesis Inc	MI	\$386,137	Executive Director	\$57,444	\$66,225	2024
Love Inc Of The Cedar Valley	IA	\$392,779	Executive Director	\$54,000	\$66,041	2024
St Vincent Depaul Society Of Kiel Inc	WI	\$393,111	Store Manager	\$45,454	\$53,022	2024
Central Urban Development Inc	OK	\$394,390	Executive Di	\$60,545	\$74,464	2024
Love Beyond Walls Inc	GA	\$381,216	Executive Director	\$60,000	\$69,374	2023
Second Day Impact Inc	MA	\$396,467	Executive Director	\$81,519	\$81,820	2024
Maine Veterans Project	ME	\$396,627	President	\$21,000	\$23,487	2024
Twu Local 100 Widows & Orphans Fund	NY	\$380,217	President	\$5,715	\$5,939	2023
United Citizens Coalition Inc	FL	\$380,105	President	\$53,995	\$56,656	2024
St Francis Food Pantry Inc	WI	\$380,101	Executive Di	\$63,618	\$74,210	2024
Hampton Transitional Academy Inc	SC	\$379,061	President	\$120,538	\$140,455	2024
Live Healthy Havana Inc	FL	\$398,768	Program Manager	\$64,750	\$67,941	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gendernexus Inc	IN	\$377,270	Executive Director	\$67,100	\$79,035	2024
Pennsylvania Statewide Independent	PA	\$399,890	Executive Di	\$100,159	\$111,562	2024
Spirit Of A Hero Foundation	TX	\$376,309	Secretary	\$21,828	\$24,388	2024
Outrageous Love Inc	OK	\$400,675	President	\$56,008	\$68,884	2024
Us Land Conservancy Inc	LA	\$400,927	President	\$70,000	\$86,093	2024
Regenerate Your Authentic	FL	\$401,571	Director/pre	\$37,500	\$39,348	2024
Lifenet Foundation	VA	\$374,374	Board Member	\$572,453	\$617,362	2024
Rising Lights Project	IL	\$402,832	Executive Director	\$60,000	\$65,885	2024
Hands On New Orleans	LA	\$403,111	Executive Director	\$82,878	\$101,931	2024
Community Kitchen Of Torrington Inc	CT	\$371,968	Executive Dir.	\$69,500	\$74,934	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 189 organizations. Compensation range \$2,228–\$617,362; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$388,472); for reference, expenses \$397,986 and assets \$98,837.

ROLE MATCH Debbie D Abrahamson, reported title *"Director"*, 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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	95 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	92 nd

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 (Debbie D Abrahamson) 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 189 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,519 is reasonable (approximately the 95th 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.