

Inside Out Network Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Fred Nelson, Executive Director / CEO** (\$89,165) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

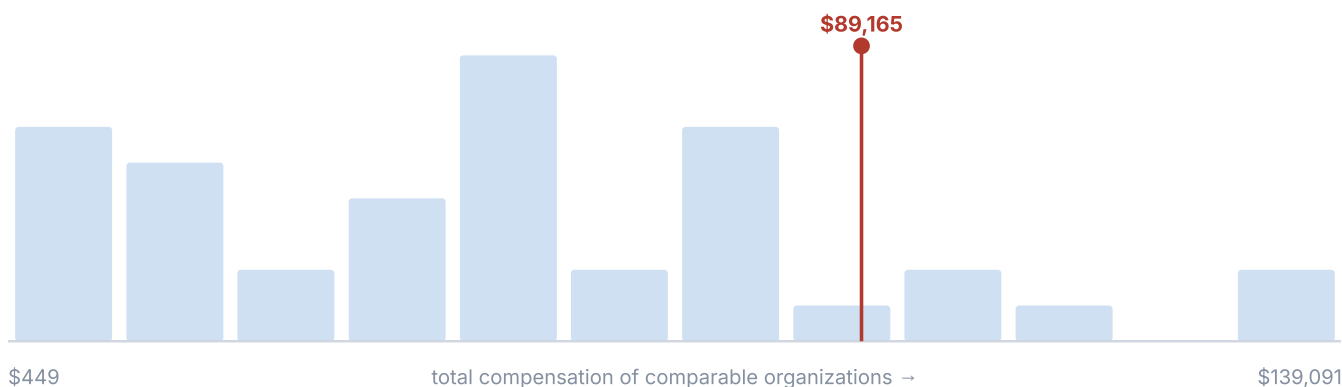
Benchmarked executive: Fred Nelson — reported title “President and Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$151,417 and \$338,995 — 0.67x to 1.50x the subject's \$225,997 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,849	\$20,819	\$52,245	\$73,558	\$96,510	\$89,165
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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 AZ 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
Ronnies House	CA	\$230,126	Executive Director	\$500	\$449	2024
The Help	MO	\$220,300	President	\$97,812	\$107,721	2024
The Rise Partnership Inc	NY	\$220,000	Director/president	\$68,554	\$66,315	2023
On My Grind Reentry Services Inc	CA	\$218,608	President & Ceo	\$7,360	\$6,803	2023
Haiti Prison And Rehabilitation Ministry	TX	\$218,379	Chairman	\$9,150	\$9,517	2024
Sustainable Alamance	NC	\$215,496	Director	\$50,000	\$53,719	2024
New Life Mission Inn - Missouri	MO	\$212,605	Executive Di	\$36,193	\$41,037	2023
Greater Falls Community Justice Center	VT	\$212,483	Executive Director	\$49,920	\$52,245	2024
Jumpstart	SC	\$239,883	President	\$85,000	\$94,929	2023
Reaching Out From Within Inc	KS	\$209,688	Executive Director	\$68,125	\$78,787	2023
Battered But Not Broken	SC	\$245,008	Executive Director And Founde	\$50,485	\$56,382	2023
Women Of Hope Inc	OH	\$245,629	Executive Director	\$62,500	\$70,865	2023
Made New Foundation Inc	CA	\$246,584	Executive Director	\$16,500	\$14,815	2024
Getpaid Inc	PA	\$204,940	Executive Vice President	\$45,523	\$47,204	2024
Black Liberation Fund	SC	\$203,633	President	\$120,000	\$130,172	2024
Treatment Court Foundation Of Sweetwater	WY	\$250,657	Coordinator	\$55,750	\$63,908	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
County						
Ekolu Mea Nui	HI	\$198,570	President	\$23,444	\$22,469	2023
Made Transitional Services	NY	\$255,204	Executive Dir.	\$30,327	\$30,540	2022
Bethany House Ministries Inc	MA	\$175,854	President	\$60,000	\$56,063	2024
The Four-seven Inc	OH	\$280,797	Executive Director	\$73,392	\$80,827	2024
Citizens For Prison Reform	MI	\$164,052	Executive Di	\$52,515	\$56,362	2024
A Safe Space Of St Charles	LA	\$289,384	Executive Director	\$26,004	\$29,774	2024
Freer Records Inc	NY	\$159,647	Co Exec Dire	\$45,356	\$42,616	2024
Unlock Tomorrow	CA	\$292,428	President	\$48,560	\$43,600	2024
Stephens Place	PA	\$157,670	Executive Director	\$14,604	\$15,590	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	39 organizations. Compensation range \$449–\$139,091; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$225,997); for reference, expenses \$258,132 and assets \$48,249.
ROLE MATCH	Fred Nelson, reported title <i>"President and Executive Director"</i> , 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	85 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	82 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 (Fred Nelson) 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 39 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,165 is reasonable (approximately the 85th 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.