

# Water Drop

Executive Director / CEO

This analysis benchmarks the total compensation of **Folasade Kammen, Executive Director / CEO** (\$6,479) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

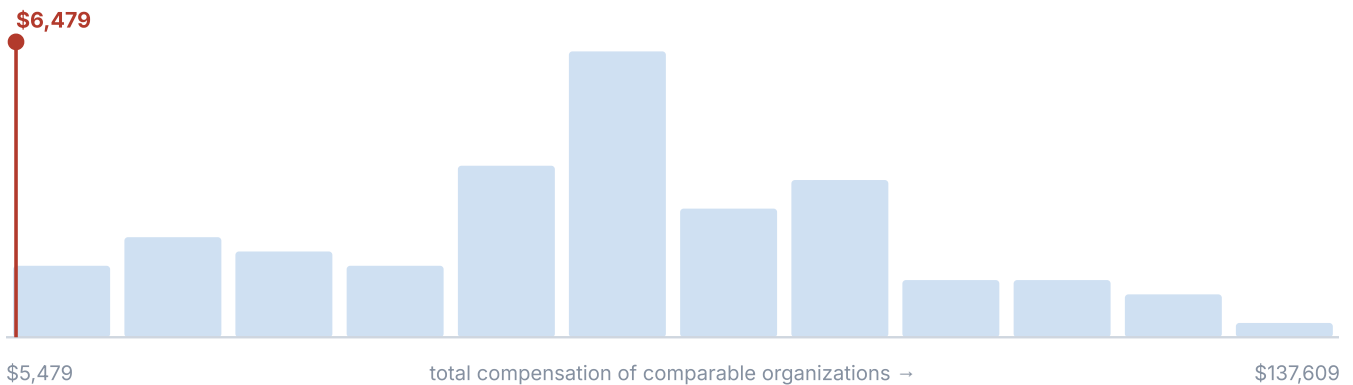
**Benchmarked executive:** Folasade Kammen — reported title “CO-PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$223,820 and \$501,091 — 0.67x to 1.50x the subject's \$334,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

**87** organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,230

\$44,446

\$64,923

\$83,274

\$101,292

\$6,479



## ■ 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 CA 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="#">Help Right Here</a>	TN	\$328,137	Co-executive Director	\$53,428	<b>\$66,959</b>	2023
<a href="#">Serenity Homes</a>	MN	\$327,799	Executive Director	\$22,000	<b>\$25,919</b>	2023
<a href="#">Sisters Of Solace</a>	MO	\$327,391	Executive Di	\$33,348	<b>\$40,904</b>	2024
<a href="#">Together Helping Others Inc</a>	NY	\$341,620	Chairman	\$60,000	<b>\$64,642</b>	2023
<a href="#">The Open Door Community (Presbyter)</a>	MD	\$324,893	Former Direc	\$18,915	<b>\$20,479</b>	2024
<a href="#">Kinsman Redeemer Homeless Ministry</a>	TN	\$343,282	Executive Director	\$16,155	<b>\$19,665</b>	2024
<a href="#">The Widows Mite</a>	NV	\$321,504	Board Member, Community Member	\$24,419	<b>\$28,346</b>	2024
<a href="#">Street Ministries Inc</a>	OH	\$319,760	President/executive Director	\$4,420	<b>\$5,582</b>	2023
<a href="#">Isaiah 55 Inc</a>	OH	\$319,550	Founder/ceo	\$12,000	<b>\$14,719</b>	2024
<a href="#">Women's Medical Respite</a>	MO	\$318,497	Executive Director	\$8,545	<b>\$10,481</b>	2024
<a href="#">Every Avenue</a>	TX	\$350,028	Ceo	\$100,000	<b>\$115,844</b>	2024
<a href="#">Growgood Inc</a>	CA	\$353,609	Executive Director	\$97,146	<b>\$100,015</b>	2023
<a href="#">Little Birthday Angels Inc</a>	FL	\$356,626	Executive Di	\$51,201	<b>\$55,703</b>	2024
<a href="#">Friends Of The Carpenter</a>	WA	\$357,085	Executive Director	\$53,371	<b>\$55,337</b>	2024
<a href="#">Oregon Trail Of Hope</a>	OR	\$360,635	Director Of Development	\$56,660	<b>\$60,935</b>	2024
<a href="#">People Helping People In Hernando County Inc</a>	FL	\$307,245	Executive Director	\$39,814	<b>\$44,594</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Boxes Of Love For The Homeless</a>	NH	\$302,994	President (1	\$23,400	<b>\$25,761</b>	2023
<a href="#">Verde Valley Homeless Coalition</a>	AZ	\$365,915	Executive Dir.	\$58,462	<b>\$65,112</b>	2024
<a href="#">Hands For Homeless Inc</a>	FL	\$367,506	Ceo	\$30,200	<b>\$33,826</b>	2023
<a href="#">Shoreline Community Services</a>	CA	\$369,173	Executive Director	\$66,008	<b>\$67,958</b>	2023
<a href="#">New Beginning Center</a>	CA	\$296,616	Ceo	\$66,738	<b>\$66,738</b>	2024
<a href="#">Gather Make Shelter</a>	OR	\$296,091	Executive Dir.	\$55,000	<b>\$60,898</b>	2023
<a href="#">Residency</a>	CA	\$293,428	Ceo	\$52,367	<b>\$52,367</b>	2024
<a href="#">Encompass Yamhill Valley</a>	OR	\$375,109	Executive Director	\$60,223	<b>\$64,767</b>	2024
<a href="#">Greater Cincinnati Coalition For The Homeless</a>	OH	\$375,871	Executive Director	\$47,536	<b>\$58,307</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 87 organizations. Compensation range \$5,479–\$137,609; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$334,061); for reference, expenses \$265,742 and assets \$240,372.

**ROLE MATCH** Folasade Kammen, reported title "*CO-PRESIDENT*", 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 1 peer 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	2 <sup>nd</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Folasade Kammen) 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 10, 2026, comparing compensation against 87 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,479 is reasonable (approximately the 2<sup>nd</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 10, 2026.