

# Plumline Inc

Executive Director / CEO

EIN 852733386

TN · NTEE P50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacob Smith, Executive Director / CEO** (\$176,660) against **every comparable organization** that fit the selection criteria — **77** 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

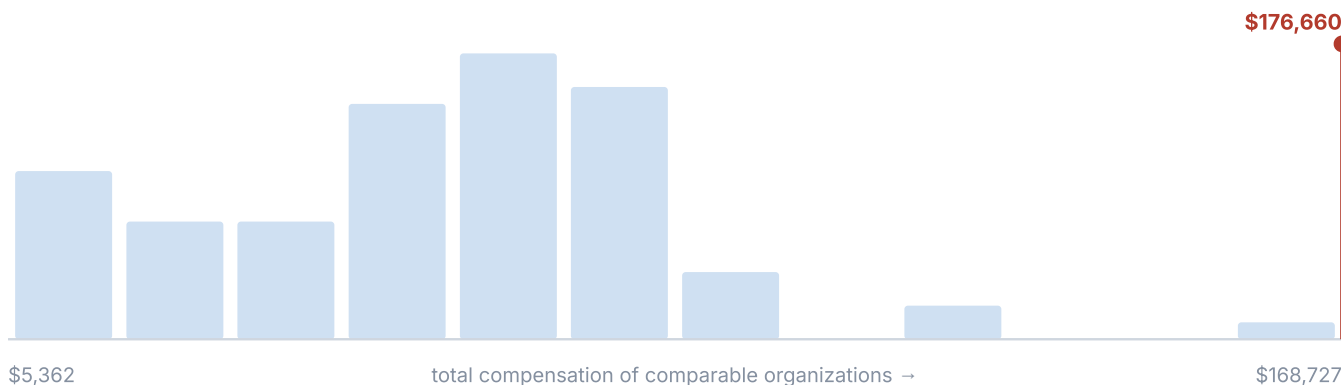
**Benchmarked executive:** Jacob Smith — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P50).
- BUDGET** Total revenue between \$301,353 and \$674,673 — 0.67x to 1.50x the subject's \$449,782 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

**77** organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,225	\$40,917	\$60,177	\$76,637	\$86,337	\$176,660
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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 TN 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="#">Space Between</a>	WA	\$445,081	Co-director	\$95,234	<b>\$79,024</b>	2025
<a href="#">Iva's Place Inc</a>	TN	\$443,936	Executive Di	\$42,000	<b>\$40,917</b>	2025
<a href="#">Guided By Humanity</a>	CO	\$443,274	Executive Director	\$75,000	<b>\$68,417</b>	2024
<a href="#">New Jersey Together Inc</a>	NJ	\$456,325	Executive Director	\$108,989	<b>\$92,576</b>	2024
<a href="#">Odessa Links Inc</a>	TX	\$441,803	Executive Dir.	\$57,000	<b>\$55,846</b>	2023
<a href="#">Heartbeat Of Lima Inc</a>	OH	\$460,690	Director	\$44,620	<b>\$44,960</b>	2024
<a href="#">The Three Doors</a>	VA	\$462,551	President	\$86,672	<b>\$79,614</b>	2024
<a href="#">Ethiopian Community Services And Development Council Inc</a>	DC	\$436,672	Program Director And Teacher	\$57,600	<b>\$48,087</b>	2024
<a href="#">Emages Inc</a>	IL	\$481,167	Board Member	\$60,000	<b>\$56,117</b>	2024
<a href="#">Fresh Air Family Inc</a>	AL	\$416,909	Executive Director	\$53,460	<b>\$54,945</b>	2024
<a href="#">Radical Reversal</a>	NJ	\$486,175	Executive Director	\$22,125	<b>\$18,793</b>	2024
<a href="#">Bridges For Life Inc</a>	IN	\$409,904	President And Founder	\$45,652	<b>\$45,801</b>	2024
<a href="#">All Things Possible Medical Fundraising</a>	SC	\$409,441	Director	\$14,250	<b>\$14,561</b>	2023
<a href="#">Reliable Payee Services Inc</a>	PA	\$492,561	Executive Director	\$69,600	<b>\$64,329</b>	2025
<a href="#">Scores Reentry</a>	NJ	\$405,730	Chief Executive Officer	\$63,000	<b>\$53,512</b>	2024
<a href="#">Fire Outreach Of Houston</a>	TX	\$403,991	Secretary	\$17,500	<b>\$16,654</b>	2024
<a href="#">Responsible Party Services Inc</a>	PA	\$496,046	Secretary/treasurer	\$134,423	<b>\$127,530</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Victory Transformation Inc</a>	NY	\$497,444	Member	\$51,450	<b>\$45,536</b>	2023
<a href="#">Community Spring Inc</a>	FL	\$497,960	Executive Director	\$68,500	<b>\$59,641</b>	2025
<a href="#">Supportive Community Services Inc</a>	WI	\$499,929	Executive Dir.	\$70,462	<b>\$72,075</b>	2023
<a href="#">Abundant Hope Pregnancy</a>	MA	\$397,165	Executive Dir.	\$57,410	<b>\$50,530</b>	2023
<a href="#">Senior Resource Services</a>	CO	\$503,870	Executive Di	\$77,650	<b>\$70,835</b>	2024
<a href="#">The Center For Disability</a>	OH	\$504,123	Executive Di	\$80,000	<b>\$82,991</b>	2023
<a href="#">Showers Of Blessing Santa Barbara</a>	CA	\$394,982	Executive Dir.	\$83,019	<b>\$70,214</b>	2023
<a href="#">Arica Institute Inc</a>	CT	\$388,540	Manager	\$80,373	<b>\$69,844</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	77 organizations. Compensation range \$5,362–\$168,727; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$449,782); for reference, expenses \$395,130 and assets \$174,277.
ROLE MATCH	Jacob Smith, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	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	100 <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 (Jacob Smith) 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 77 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$176,660 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.