

Together We Achieve

Executive Director / CEO

EIN 853107151

IA · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Raymond Siddell, Executive Director / CEO** (\$33,000) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

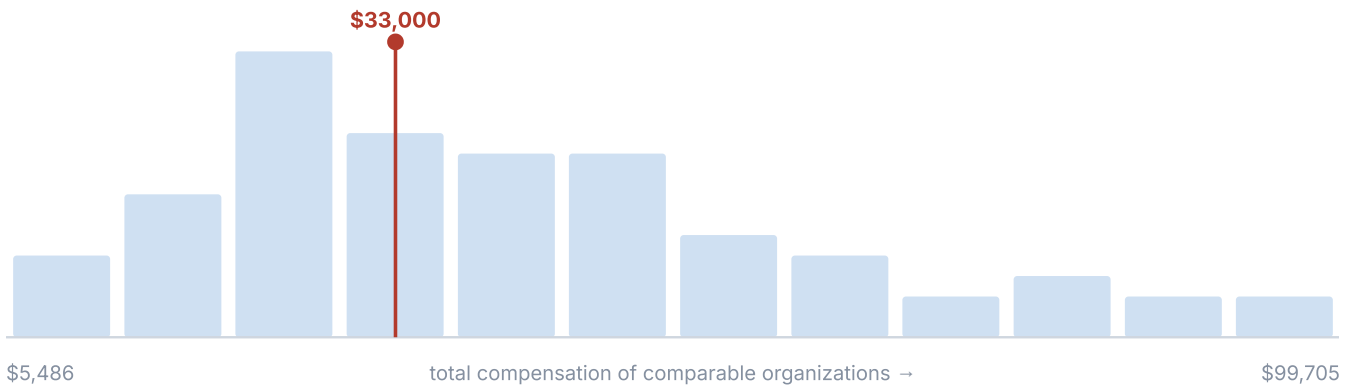
Benchmarked executive: Raymond Siddell — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$140,569 and \$314,707 — 0.67x to 1.50x the subject's \$209,805 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,376	\$24,772	\$40,872	\$52,551	\$71,234	\$33,000
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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 IA 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
Life Line Of Sampson County Inc	NC	\$210,875	Executive Director	\$25,860	\$24,403	2024
Mission 615 Inc	TN	\$208,542	President	\$61,000	\$58,560	2024
Tender Foundation Inc	GA	\$211,147	Executive Director	\$24,000	\$22,690	2023
Frog Ministry Inc	FL	\$207,187	President	\$49,920	\$41,726	2025
Florida Automobile Dealers	FL	\$205,050	President	\$47,873	\$42,287	2023
New Hope On The Last Frontier	AK	\$214,863	Executive Director	\$62,047	\$54,177	2024
Every Warrior Network	LA	\$203,801	Chair	\$34,588	\$35,812	2023
Community Action Social Services & Education Inc	TX	\$203,584	Executive Director	\$49,390	\$45,122	2024
Angel Baskets Inc	CO	\$202,270	Executive Director	\$51,000	\$44,663	2024
Angel Heart Pajama Project	AZ	\$220,442	Executive Di	\$60,000	\$52,700	2024
Hope Sanger	CA	\$222,641	Ceo/president	\$32,500	\$26,388	2023
Innovative Humanitarian Solutions Inc	TX	\$195,397	President	\$73,250	\$66,920	2024
Guernsey County Cancer Society Inc	OH	\$195,383	Director	\$10,950	\$10,592	2024
Good Samaritan Mission Center	PA	\$195,288	Executive Director	\$57,308	\$52,194	2024
Families And Individuals Sharing Hope	MN	\$224,642	Executive Director	\$87,097	\$78,600	2024
Lantern Light Inc	LA	\$194,804	Executive Di	\$70,833	\$71,234	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Palatka Christian Service Center Inc	FL	\$224,972	Executive	\$23,555	\$20,210	2024
4th Street Basement Boutique	OH	\$193,593	President & Ceo	\$24,857	\$24,755	2023
Stripes Of A Warrior Inc	CA	\$192,459	Organizer	\$12,399	\$10,067	2023
Gulf Coast Community Ministries Inc	MS	\$229,480	Executive Director	\$27,978	\$29,299	2023
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$15,009	2024
First Step Back Home Inc	MO	\$232,222	President	\$42,000	\$41,828	2023
Love Inc Of Douglas Co Lakes Area	MN	\$234,241	Executive Di	\$63,159	\$58,681	2023
Paulys Project	CA	\$236,942	President	\$66,425	\$52,385	2024
Circle City Relief Inc	IN	\$237,888	Exec. Director	\$50,000	\$48,156	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	71 organizations. Compensation range \$5,486–\$99,705; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$209,805); for reference, expenses \$134,468 and assets \$137,528.
ROLE MATCH	Raymond Siddell, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	44 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	39 th

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 (Raymond Siddell) 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 71 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,000 is reasonable (approximately the 44th 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.