

# Reborn

Executive Director / CEO

This analysis benchmarks the total compensation of **Justin Wakeham, Executive Director / CEO** (\$59,800) 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 **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Justin Wakeham — 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 (P85).

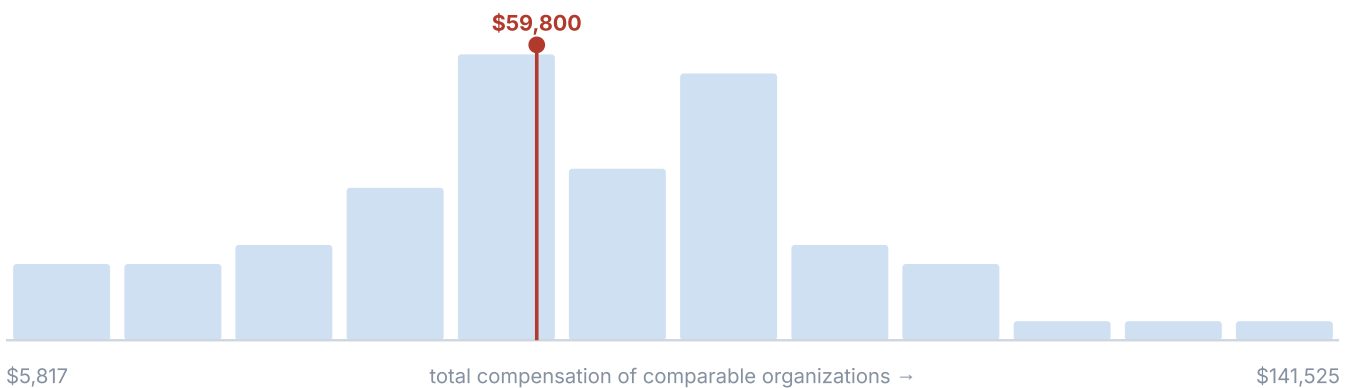
**BUDGET** Total revenue between \$332,982 and \$745,483 — 0.67x to 1.50x the subject's \$496,989 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P85), 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



\$27,237	\$50,237	\$61,017	\$79,731	\$95,587	\$59,800
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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
<a href="#">Mr Bobs Under The Bridge Inc</a>	WI	\$495,878	Executive Director	\$36,249	<b>\$39,364</b>	2024
<a href="#">Stepping Stones</a>	NH	\$495,245	Executive Director	\$51,048	<b>\$50,460</b>	2023
<a href="#">Greater Portland Family Promise</a>	ME	\$505,170	Executive Director	\$76,958	<b>\$80,128</b>	2024
<a href="#">Wvhy Inc</a>	CA	\$482,913	Treasurer/ Executive Director	\$88,037	<b>\$81,380</b>	2023
<a href="#">Make A Day Foundation</a>	OH	\$476,596	Executive Director	\$36,115	<b>\$39,774</b>	2024
<a href="#">Inspire Together</a>	CA	\$475,517	Ceo	\$97,115	<b>\$89,772</b>	2023
<a href="#">Hogar Del Buen Pastor Inc</a>	PR	\$471,978	Executive Di	\$66,458	<b>\$68,421</b>	2023
<a href="#">Heart House Inc</a>	IN	\$471,783	Current Exe Director	\$65,183	<b>\$71,475</b>	2024
<a href="#">Wellsprings Village Inc</a>	TX	\$470,507	Ex-officio	\$70,000	<b>\$74,960</b>	2023
<a href="#">Potter's Clay Ministries Inc</a>	AR	\$523,558	Director	\$5,375	<b>\$6,282</b>	2024
<a href="#">Family Promise Of The Palouse Inc</a>	ID	\$526,327	Executive Director	\$68,926	<b>\$76,241</b>	2024
<a href="#">Minot Area Homeless Coalition</a>	ND	\$527,555	Executive Di	\$52,675	<b>\$60,107</b>	2024
<a href="#">Laramie Soup Kitchen</a>	WY	\$465,083	Executive Di	\$70,000	<b>\$77,941</b>	2024
<a href="#">Live Love Outreach</a>	WA	\$464,251	Director	\$31,020	<b>\$29,730</b>	2023
<a href="#">Humanity Heroes Foundation</a>	CA	\$462,932	Fundraising Manager	\$110,570	<b>\$99,277</b>	2024
<a href="#">Network Services</a>	WA	\$532,324	Executive Director, Presid	\$152,024	<b>\$141,525</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Goshen Interfaith Hospitality</a>	IN	\$457,306	Executive Director	\$73,130	<b>\$80,189</b>	2024
<a href="#">Family Promise Of York Countyinc</a>	SC	\$450,617	Execuitve Di	\$53,737	<b>\$58,292</b>	2024
<a href="#">Rebuilding Paradise</a>	NC	\$449,984	President	\$115,000	<b>\$123,555</b>	2024
<a href="#">3rd Shift Warming Cooling Center</a>	OH	\$447,015	Executive Director	\$53,380	<b>\$57,272</b>	2025
<a href="#">Family Promise Of Montgomery County</a>	TX	\$445,304	Exec Dir	\$72,711	<b>\$75,628</b>	2024
<a href="#">Interfaith Community Pads Inc</a>	IN	\$443,348	Executive Director	\$54,807	<b>\$60,097</b>	2024
<a href="#">Homeless Gay Kids - Houston</a>	TX	\$441,152	Executive Director	\$100,641	<b>\$104,679</b>	2024
<a href="#">Family Promise Of The Midlands Inc</a>	SC	\$438,794	Executive Director	\$93,265	<b>\$104,159</b>	2023
<a href="#">The Haven Of Transylvania County</a>	NC	\$556,756	Executive Director	\$64,915	<b>\$69,744</b>	2024

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 71 organizations. Compensation range \$5,817–\$141,525; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$496,989); for reference, expenses \$529,836 and assets \$126,861.

**ROLE MATCH** Justin Wakeham, 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** 1 peer 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Justin Wakeham) 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 (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,800 is reasonable (approximately the 46<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.