

# Neighbors Who Care Inc

Executive Director / CEO

EIN 860966061

AZ · NTEE P50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sheryl Keeme, Executive Director / CEO** (\$84,299) 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 **86<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sheryl Keeme — reported title “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 (P50).

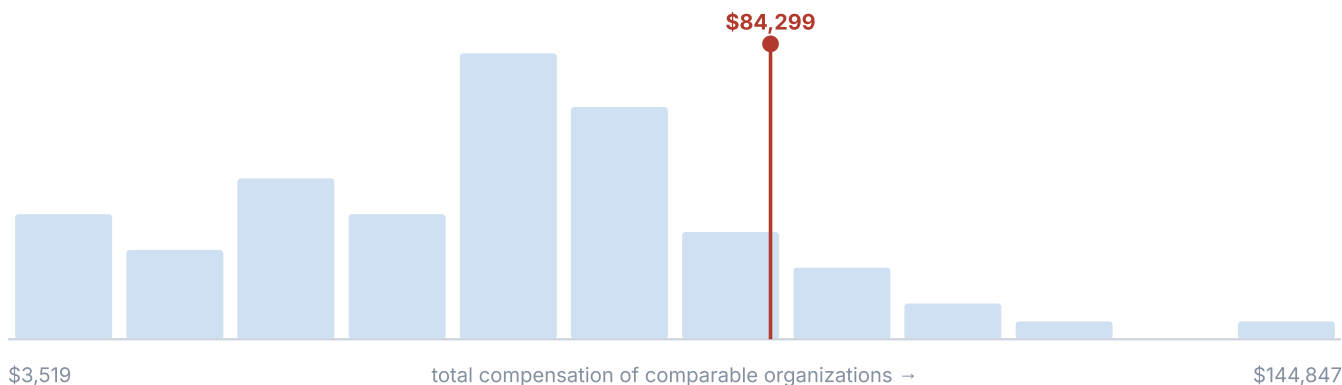
**BUDGET** Total revenue between \$182,499 and \$408,580 — 0.67x to 1.50x the subject's \$272,387 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P50), 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



\$17,030	\$33,495	\$56,160	\$70,704	\$86,855	\$84,299
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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="#">Wiregrass 2-1-1</a>	AL	\$273,001	Executive Director	\$57,979	<b>\$65,130</b>	2024
<a href="#">Global Mother Divine Org Usa</a>	IA	\$274,823	President	\$60,000	<b>\$68,311</b>	2024
<a href="#">Community Grief Center</a>	CO	\$275,781	Executive Director	\$46,500	<b>\$46,362</b>	2024
<a href="#">Coos Elderly Services Inc</a>	OR	\$277,188	Executive Director	\$51,532	<b>\$51,230</b>	2023
<a href="#">Saving Our Seniors Inc</a>	FL	\$280,581	President	\$49,181	<b>\$48,041</b>	2024
<a href="#">Desert Waters Correctional Outreach</a>	CO	\$263,171	Executive Di	\$39,087	<b>\$40,123</b>	2023
<a href="#">Woman To Woman Mentoring Inc</a>	MD	\$262,597	Executive Di	\$73,519	<b>\$73,580</b>	2023
<a href="#">Southern Minnesota Womens Center</a>	MN	\$282,337	Ex. Director	\$33,010	<b>\$34,918</b>	2023
<a href="#">Donor Sibling Registry</a>	CO	\$261,555	Exeutive Director	\$145,277	<b>\$144,847</b>	2024
<a href="#">Purposeful Living Inc</a>	IN	\$260,306	President	\$81,500	<b>\$89,367</b>	2024
<a href="#">Haydens House Of Healing Inc</a>	NJ	\$285,958	Ceo	\$72,000	<b>\$66,843</b>	2024
<a href="#">Inspiring You To Greatness Non Profit Corporation</a>	TX	\$254,670	President	\$8,800	<b>\$8,917</b>	2025
<a href="#">River City Recovery Ministries</a>	MN	\$254,332	Vice Preside	\$54,660	<b>\$56,160</b>	2024
<a href="#">The National Advocacy Center Of The</a>	MD	\$292,016	Executive Direc	\$61,631	<b>\$61,682</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bless Your Heart Nonprofit Corporation</a>	LA	\$294,687	Project Manager	\$20,000	<b>\$22,899</b>	2024
<a href="#">Steps To Tomorrow</a>	CA	\$294,840	Exec Director	\$67,700	<b>\$59,219</b>	2025
<a href="#">Safeart Inc</a>	VT	\$249,590	Co-director Programs	\$52,960	<b>\$57,064</b>	2023
<a href="#">Wabanaki Womens Coalition Inc</a>	ME	\$296,796	Executive Director	\$83,419	<b>\$86,855</b>	2024
<a href="#">Transition 123 Inc</a>	MI	\$298,973	Executive Dir.	\$103,903	<b>\$114,808</b>	2023
<a href="#">The Peace Center Inc</a>	PA	\$241,707	Executive Di	\$50,835	<b>\$52,712</b>	2024
<a href="#">Divine Values School Inc</a>	FL	\$241,584	President	\$3,500	<b>\$3,519</b>	2023
<a href="#">Beautiful You By Profile</a>	MI	\$303,333	Executive Di	\$25,532	<b>\$27,402</b>	2024
<a href="#">Net Resource Foundation</a>	TN	\$307,721	Executive Director	\$31,200	<b>\$34,101</b>	2024
<a href="#">Mothers' Milk Bank Of Mississippi</a>	MS	\$308,834	Former Executive Director	\$47,653	<b>\$56,816</b>	2023
<a href="#">Families Helping Families Region Z</a>	LA	\$309,590	Executive Dir.	\$69,903	<b>\$82,401</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 71 organizations. Compensation range \$3,519–\$144,847; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$272,387); for reference, expenses \$249,399 and assets \$1,336,992.
ROLE MATCH	Sheryl Keeme, reported title " <i>EXECUTIVE DIRECTOR</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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Sheryl Keeme) 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 (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,299 is reasonable (approximately the 86<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.