

Sherman County Community

Executive Director / CEO

EIN 861587829

KS · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amy Sederstrom, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **1070** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Amy Sederstrom — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

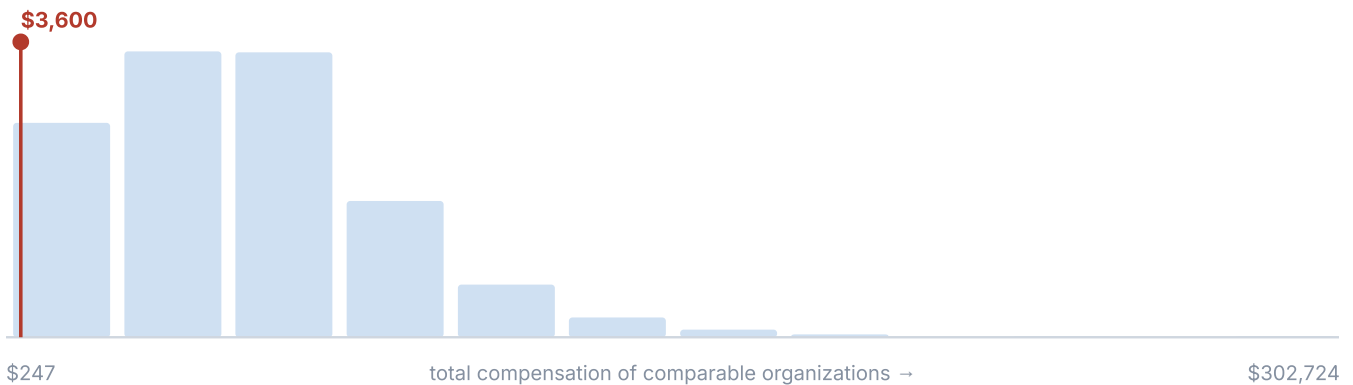
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$238,093 and \$533,044 — 0.67x to 1.50x the subject's \$355,363 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,070 organizations qualified on sector, size, and geography → **1,070** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|---------|
| \$13,536 | \$28,753 | \$50,794 | \$73,162 | \$93,704 | \$3,600 |
|----------|----------|----------|----------|----------|---------|



■ 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 KS 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 |
|--|-------|-----------|-----------------------|-----------------|------------------|------|
| Pybus Market Charitable Foundation | WA | \$355,327 | Gm/executive Director | \$25,002 | \$20,720 | 2024 |
| Power Of Peace Initiative Inc | GA | \$355,436 | Ceo | \$179,948 | \$167,480 | 2024 |
| Bayou Land Families Helping Families | LA | \$355,110 | Executive Director | \$10,824 | \$11,032 | 2024 |
| Greater Warren Youngstown Urban League | OH | \$356,033 | President | \$84,462 | \$85,252 | 2023 |
| Life Line Ministries No 2 | MI | \$356,049 | President | \$54,096 | \$51,684 | 2024 |
| Breakthrough Ministries Inc | MN | \$356,206 | President & Ceo | \$72,000 | \$67,799 | 2023 |
| Tophand Foundation Inc | VA | \$356,307 | Director | \$32,633 | \$30,027 | 2023 |
| Olympia Family Theater | WA | \$356,395 | Executive Director | \$47,500 | \$39,365 | 2024 |
| Beaver Institute Inc | MA | \$354,286 | Executive Dir. | \$92,968 | \$77,330 | 2024 |
| Huntsville Assistance Program | AL | \$354,281 | Executive Di | \$67,500 | \$69,494 | 2023 |
| Navidad En El Barrio | TX | \$354,178 | Executive Director | \$24,000 | \$22,879 | 2023 |
| Destiny Village Inc | FL | \$356,571 | President | \$5,034 | \$4,507 | 2023 |
| Evolving Lives Inc | FL | \$354,071 | Associate Director | \$55,300 | \$49,507 | 2023 |
| Family Promise Of Metro East | OR | \$353,995 | Executive Di | \$85,168 | \$73,210 | 2024 |
| Jeep Sullivan's Outdoor Adventures Inc | FL | \$353,681 | Sullivan | \$78,180 | \$67,983 | 2024 |
| Mega Social Enterprise | FL | \$353,598 | Ceo | \$186,346 | \$162,040 | 2024 |
| Kind At Heart Ministries Inc | AR | \$353,562 | President | \$42,000 | \$44,991 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|------------------|------|
| Page Regional Domestic Violence Service | AZ | \$357,347 | President | \$176,460 | \$157,086 | 2024 |
| Innovative Souolutions | MN | \$357,353 | Executive Director | \$36,400 | \$33,293 | 2024 |
| Weascend Corporation | GA | \$353,251 | Ceo/president | \$90,000 | \$86,238 | 2023 |
| Associates Of St John Bosco Inc | VA | \$352,962 | Executive Director | \$85,000 | \$74,010 | 2025 |
| Angkor Resource Center Inc | GA | \$352,560 | President/ce | \$99,000 | \$92,141 | 2024 |
| Rise Foundation Inc | CO | \$358,363 | Executive Director | \$73,875 | \$65,570 | 2024 |
| Nami Idaho | ID | \$352,197 | Executive Director | \$97,090 | \$95,603 | 2024 |
| Cumberland Mountain Outreach | KY | \$358,713 | Ceo | \$12,100 | \$12,388 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 1070 organizations. Compensation range \$247–\$302,724; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$355,363); for reference, expenses \$382,860 and assets \$188,991.

ROLE MATCH Amy Sederstrom, reported title "*TREASURER*", 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 44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 21 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 | 3 rd |
| Total compensation (D + F), as reported (no adjustments) | 2 nd |
| Reportable pay only (column D), adjusted | 7 th |
| All sources (D + E + F), adjusted | 2 nd |

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 (Amy Sederstrom) 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 1070 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 3rd 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.