

Limitless Disability Services Inc

Executive Director / CEO

EIN 871184542

GA · NTEE P82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paige Reid, Executive Director / CEO** (\$40,848) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Paige Reid — 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 (P82).

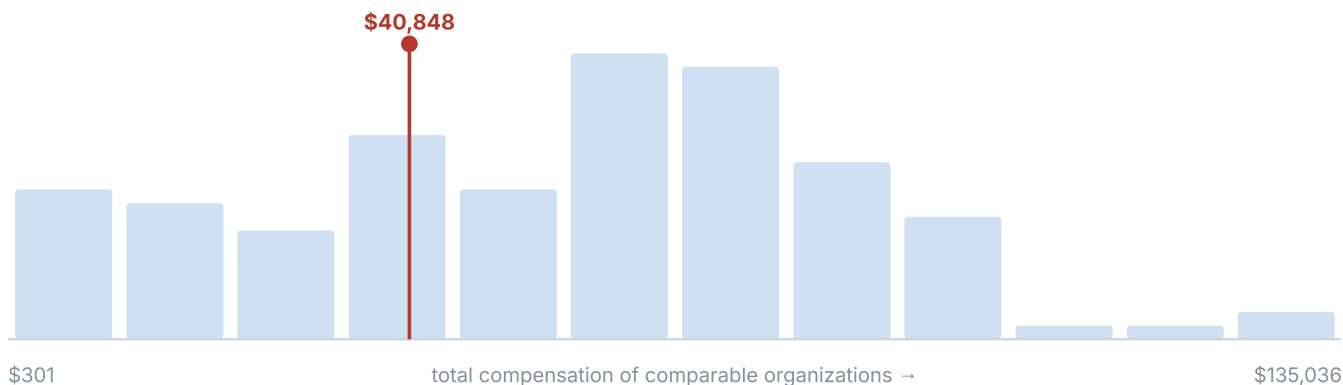
BUDGET Total revenue between \$302,876 and \$678,081 — 0.67x to 1.50x the subject's \$452,054 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography

→ **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,848

\$34,494

\$59,892

\$77,075

\$90,610

\$40,848



■ 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 GA 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
Mid-nebraska Foundation Inc	NE	\$451,053	Chief Executive Officer	\$43,429	\$45,123	2024
Southside Services Inc	MN	\$446,143	Executive Director	\$73,260	\$69,929	2024
Greener Life Solutions Inc	MD	\$444,521	Executive Director	\$149,520	\$135,036	2024
Independence Unlimited Inc	CT	\$443,862	Executive Di	\$90,268	\$81,760	2024
Changing Lives Together Foundation	NC	\$460,610	Executive Di	\$2,685	\$2,680	2024
Brain Injury Association Of Wyoming	WY	\$442,350	Executive Director	\$28,635	\$29,620	2024
The Friends Network Inc	NY	\$461,917	Executive Director	\$113,372	\$98,964	2024
Small Champions Inc	CO	\$462,558	Executive Director	\$87,600	\$83,540	2023
Scott Cheerful Resident Corp	FL	\$462,825	Director	\$72,000	\$65,339	2024
Community Connections Of Moniteau County Inc	MO	\$463,670	Support Coordinator	\$53,139	\$54,369	2024
Lee's Foster Home Inc	FL	\$438,839	President	\$36,900	\$34,476	2023
The Speak Foundation Inc	FL	\$467,773	President	\$16,080	\$14,593	2024
Wings Of Hope Equitherapy	TX	\$435,486	Executive Director	\$58,062	\$56,106	2024
Nellie Byers Training Center Inc	LA	\$434,240	Executive Dir.	\$16,410	\$17,455	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Ability Center For Independent	NM	\$477,892	Executive Di	\$75,405	\$78,346	2024
People Empowered And Communities Enhanc	WA	\$477,905	Executive Director	\$60,018	\$53,441	2023
True Connections Community Programs Inc	CA	\$479,066	Executive Dir.	\$360	\$301	2024
Ultimate Care	CO	\$424,440	President	\$48,000	\$45,775	2023
Choice Living Community	TX	\$421,150	Ceo	\$45,541	\$45,307	2023
North Carolina Down Syndrome	NC	\$420,752	Executive Di	\$10,031	\$10,308	2023
Sacred Ground	OH	\$420,314	Executive Director/ceo	\$74,044	\$77,996	2023
Shenandoah County Search Incorporated	VA	\$419,767	Director	\$57,802	\$52,523	2025
Misty Meadows Mitey Riders Inc	NC	\$484,578	Managing Director	\$39,918	\$39,844	2024
Working Wonders	CA	\$418,412	President	\$49,819	\$42,784	2023
Therapy Solutions Children's Services	PA	\$418,205	President	\$41,043	\$38,519	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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 **122** organizations. Compensation range \$301–\$135,036; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$452,054); for reference, expenses \$351,695 and assets \$74,539.
ROLE MATCH	Paige Reid, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	21 st

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 (Paige Reid) 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 122 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,848 is reasonable (approximately the 31st 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.