

Getting To We

Executive Director / CEO

EIN 871283366
 OH · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Deborah Plummer, Executive Director / CEO** (\$16,226) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

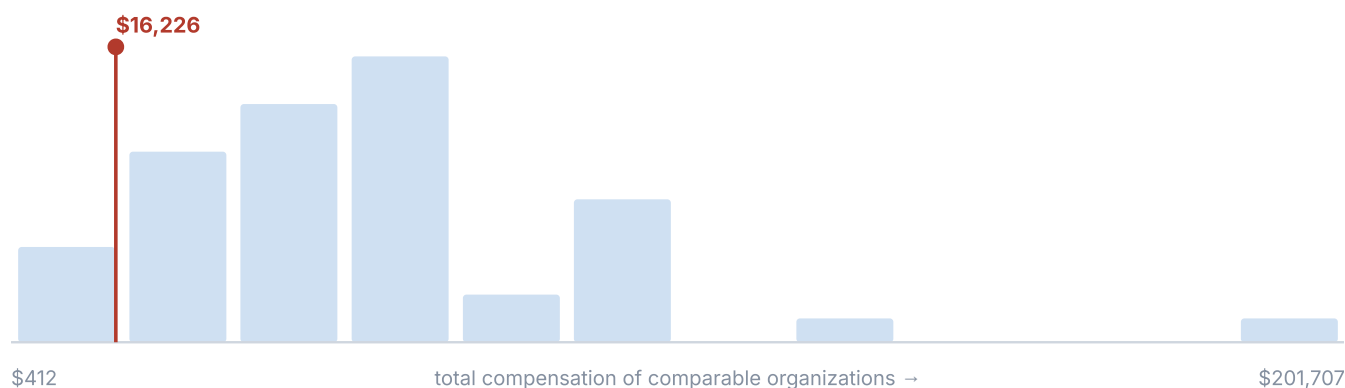
Benchmarked executive: Deborah Plummer — reported title "EX-OFFICIO/D", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$184,201 and \$412,392 — 0.67x to 1.50x the subject's \$274,928 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + OH + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,432	\$28,535	\$50,718	\$64,095	\$90,762	\$16,226
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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 OH 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-ohio Board For An	OH	\$267,250	Exec Dir	\$52,003	\$50,663	2025
New American Resources Center Inc	OH	\$282,630	Executive Director	\$26,737	\$27,527	2023
Cityheart Corporation	OH	\$287,198	Exec Directo	\$61,416	\$63,230	2023
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$90,600	2024
Legacies Empowered Inc	OH	\$290,517	Executive Director	\$38,896	\$38,896	2024
Neighborhood Allies	OH	\$255,099	Presidentceo	\$54,079	\$55,676	2023
Her Academy	OH	\$249,626	Executive Di	\$207,044	\$201,707	2025
Adventures In Truth Ministries	OH	\$249,483	President	\$48,801	\$50,242	2023
Juvenile Justice Coalition	OH	\$249,390	Executive Di	\$85,834	\$88,369	2023
The Strongsville Emergency Food	OH	\$301,025	Coordinator	\$24,288	\$24,288	2024
Lancaster-fairfield County Charity Newsies Inc	OH	\$246,080	Secretary	\$400	\$412	2023
Southwest India Christian Mission Inc	OH	\$239,515	Missionary	\$81,836	\$81,836	2024
Hannah's House 119	OH	\$310,768	Director	\$45,096	\$45,096	2024
Welcome To A New Life	OH	\$318,256	Executive Di	\$57,339	\$59,033	2023
Operation Ramp It Up For Veterans	OH	\$318,394	Executive Dir.	\$22,000	\$22,000	2024
United Church Residences Of Moundsville	OH	\$319,422	Treasurer	\$50,772	\$50,772	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Ministries International	OH	\$319,526	Pres	\$28,000	\$28,000	2024
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$100,000	2024
Faith For Culture	OH	\$227,574	President	\$130,619	\$130,619	2024
Shepherds House Of Portage County	OH	\$323,858	Executive Director	\$58,719	\$58,719	2024
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,338	2023
Happen Inc	OH	\$220,770	President	\$34,674	\$35,698	2023
Forensic Nursing Network Inc	OH	\$331,431	Executive Director/treasurer	\$74,544	\$74,544	2024
Faith House Academy & Early Learning Center	OH	\$331,543	Pastor/ceo	\$23,035	\$23,715	2023
Bellbrook Sugarcreek Community Support Center	OH	\$218,168	Executive Director	\$36,000	\$35,072	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	44 organizations. Compensation range \$412–\$201,707; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$274,928); for reference, expenses \$218,315 and assets \$91,783.
ROLE MATCH	Deborah Plummer, reported title <i>"EX-OFFICIO/D"</i> , 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	9 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 (Deborah Plummer) 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 44 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,226 is reasonable (approximately the 9th 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.