

Sounding Joy Inc

Executive Director / CEO

EIN 872361933
 FL · NTEE P87
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Christy Vogel, Executive Director / CEO** (\$37,088) against the **2000** closest of **3,651** comparable organizations — 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: Christy Vogel — reported title “FOUNDER AND 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 (P87).
BUDGET	Total revenue between \$208,938 and \$467,773 — 0.67x to 1.50x the subject's \$311,849 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,651 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$15,201	\$32,007	\$54,589	\$75,808	\$98,018	\$37,088
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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 FL 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
Cannon Co Services And Violence Edu	TN	\$311,845	Director	\$53,215	\$61,302	2023
Nathaniel Missionary Society Inc	KY	\$311,919	Executive Director	\$21,285	\$24,343	2024
Youth Organizations United To Rise	DC	\$311,988	Executive Director Not Indepe	\$49,247	\$47,362	2023
College Hill Foundation	MO	\$312,004	Executive Director	\$43,342	\$48,866	2024
Every Child Valued A Nj Nonprofit	NJ	\$312,254	Executive Dir.	\$45,100	\$44,130	2023
Ymca Endowment Foundation	AL	\$312,277	Secretary/ce	\$44,246	\$52,386	2023
Girls Helping Girls Period	NJ	\$311,382	Executive Director	\$75,000	\$73,386	2023
Evergreen Life Services Of Florida Inc	LA	\$312,332	President/ceo	\$21,418	\$25,105	2024
Volunteer Interfaith Caregivers Sw	TX	\$311,191	Executive Director	\$77,800	\$82,843	2024
River Center Of New Castle Inc	CO	\$311,128	Executive Director	\$35,115	\$35,842	2024
Homebridge Ventures Inc	CT	\$311,099	Executive Director	\$17,400	\$17,879	2023
Love-light Christian Counseling Inc	IL	\$311,087	Director	\$124,600	\$130,395	2024
Dress For Success Lackawanna	PA	\$312,631	Executive Director	\$56,648	\$60,134	2024
Architects Of Hope Inc	CA	\$311,042	President & Ceo	\$45,000	\$42,585	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Green River Independent Living-iii Inc	KY	\$310,958	Ceo	\$21,870	\$25,750	2023
Ls&s Preschool	TX	\$310,898	President	\$54,724	\$56,768	2025
Mayday Inc	OR	\$312,881	Executive Director	\$81,984	\$78,956	2025
Neighbors Helping Neighbors Inc	KY	\$310,813	Nhn Director	\$54,573	\$64,256	2023
Grace United Community Ministries Inc	MO	\$312,897	Executive Director	\$66,942	\$77,703	2023
Travel Unity Inc	NY	\$310,772	Executive Director	\$211,104	\$203,060	2024
Newaygo County Compassion Home Inc	MI	\$312,927	Executive Di	\$88,505	\$97,243	2024
Hannah's House 119	OH	\$310,768	Director	\$45,096	\$50,844	2024
P Michael Boone Foundation Inc	PA	\$313,011	President	\$3,450	\$3,662	2024
Westonka School Age Kids Core Inc	MN	\$310,685	Director	\$49,820	\$52,402	2024
Roots And Wings Kids Inc	NY	\$313,070	Director	\$78,000	\$75,028	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **2000** organizations. Compensation range \$19–\$588,370; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$311,849); for reference, expenses \$160,187 and assets \$291,414. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christy Vogel, reported title " <i>FOUNDER AND EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	140 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	31 st
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	27 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 (Christy Vogel) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,088 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.