

Emerge Global Inc

Executive Director / CEO

EIN 880527487

OK · NTEE P42

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terri Dietrich, Executive Director / CEO** (\$63,996) against the **2000** closest of **2,807** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Terri Dietrich — reported title “Director”, 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 (P42).
BUDGET	Total revenue between \$153,938 and \$344,638 — 0.67x to 1.50x the subject's \$229,759 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,807 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,145	\$23,385	\$40,610	\$58,652	\$76,578	\$63,996
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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 OK 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
Restore Childhood	NY	\$229,711	Founder	\$40,000	\$32,825	2024
Credit Coalition Inc	TX	\$229,874	Executive Director	\$105,067	\$95,447	2024
Foster Parent Association Of Wa State	WA	\$229,623	Executive Dir.	\$1,241	\$1,009	2024
Ypsilanti Senior Center	MI	\$229,943	Executive Director	\$41,600	\$37,990	2025
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$14,925	2024
Sycamore Farm Ky Inc	KY	\$230,031	Director	\$30,572	\$29,829	2024
Alliance For Fertility Preservation Inc	CA	\$229,482	Executive Director	\$84,393	\$66,180	2024
Gulf Coast Community Ministries Inc	MS	\$229,480	Executive Director	\$27,978	\$29,134	2023
Caterkids Hawaii	HI	\$229,440	President	\$26,846	\$22,473	2023
Heart Of Iowa Big Brothers Big Sisters	IA	\$229,349	Program Director	\$60,137	\$59,798	2024
Extended Family	AL	\$230,175	Executive Director	\$39,646	\$38,897	2024
Dandelion House	OR	\$230,189	President	\$11,470	\$9,673	2024
Refuge Widowers Inc	GA	\$229,326	Founder/ceo	\$91,567	\$83,613	2024
Scala Foundation A Nj Nonprofit Corporation	NJ	\$230,225	Chair	\$81,500	\$66,083	2024
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$96,187	2024
Unearth And Empower Communitie	CA	\$229,263	Co Exec Direct	\$17,083	\$13,792	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming Families For Hands & Voices	WY	\$230,283	Assistant Di	\$39,100	\$37,043	2025
Helping Women Period Inc	MI	\$230,304	Executive Director	\$44,640	\$43,080	2023
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$65,767	2024
Haven Center	SD	\$230,320	Executive Director	\$20,844	\$21,509	2023
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$86,029	2024
New Creations Ministries Inc	MI	\$230,355	Executive Di	\$40,000	\$37,495	2024
Eyeshine	CA	\$230,364	Executive Director/ceo	\$54,000	\$43,597	2023
Welcome Home Montrose Inc	CO	\$229,142	Executive Director	\$41,500	\$36,139	2024
Ashland County Residential Services	OH	\$229,128	Operations M	\$7,589	\$7,515	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 \$16–\$347,547; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$229,759); for reference, expenses \$214,645 and assets \$46,679.
ROLE MATCH	Terri Dietrich, reported title " <i>Director</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 167 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 37 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	82 nd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	75 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 (Terri Dietrich) 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 \$63,996 is reasonable (approximately the 82nd 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.