

The Nehemiah Initiative Inc

Executive Director / CEO

EIN 880665293

NC · NTEE P42

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gregg Green, Executive Director / CEO** (\$27,692) against the **2000** closest of **3,473** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

Benchmarked executive: Gregg Green — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

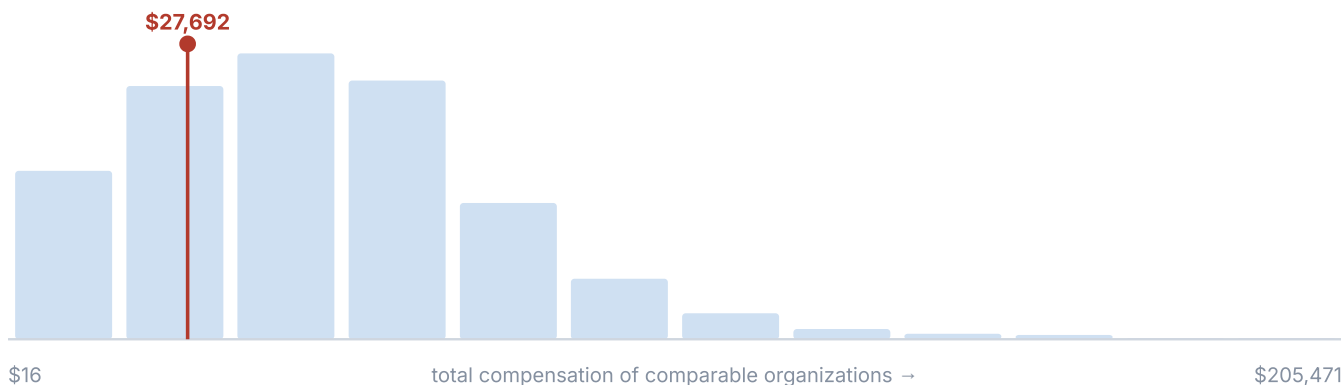
SECTOR Organizations sharing the subject's NTEE classification (P42).

BUDGET Total revenue between \$189,800 and \$424,927 — 0.67x to 1.50x the subject's \$283,285 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,473 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$12,377	\$27,155	\$45,486	\$64,040	\$83,806	\$27,692
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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 NC 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
Lifebridge	CO	\$283,303	President	\$48,300	\$44,823	2023
Fostering Further	OH	\$283,116	Executive Director	\$54,708	\$54,469	2024
Franklin County Senior Citizens Inc	ID	\$283,097	Site Manager	\$27,950	\$27,950	2024
Muslim Family Services Of Colorado	CO	\$283,497	Executive Director	\$37,550	\$34,847	2023
Soteni Inc	OH	\$283,526	Operations Manager	\$44,769	\$43,425	2025
One Heart Bulgaria Corporation	UT	\$283,633	Ceo	\$47,562	\$47,111	2023
Choose Mental Health	UT	\$282,867	President	\$116,283	\$111,877	2024
Mission Mid-del Inc	OK	\$282,852	Executive Director	\$101,480	\$108,146	2023
Jerome County Senior Citizens	ID	\$283,745	Executive Director	\$49,520	\$49,520	2024
Saint Mary International Adoptions Inc	NC	\$282,802	Ceo	\$62,150	\$62,150	2023
Matsu Valley Interfaith Hospitality Network	AK	\$283,770	Executive Director	\$52,685	\$48,748	2023
Athletes Without Limits	OR	\$283,783	Board Of Directors	\$2,550	\$2,386	2022
Vermont Kin As Parents Inc	VT	\$283,791	Executive Director	\$51,249	\$48,491	2024
Fostering Hope Inc	SC	\$282,706	Board Director	\$46,915	\$47,368	2023
Valley Hope Counseling Center	VA	\$282,697	Executive Di	\$73,591	\$68,768	2023
City Of Refuge Pulaski Inc	VA	\$282,653	President	\$18,000	\$16,338	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New American Resources Center Inc	OH	\$282,630	Executive Director	\$26,737	\$27,407	2023
Alzheimer's Outreach Center	GA	\$282,549	Agency Direc	\$24,716	\$24,051	2023
Raregivers Inc	CA	\$284,045	President	\$90,585	\$73,530	2024
Whatsoever Community Center In	MO	\$284,074	Gascich Exec D	\$63,368	\$63,092	2024
A Place For Grace Ministries Inc	FL	\$284,078	Director	\$51,470	\$45,453	2024
Pastoral Counseling For Denver Inc	CO	\$284,132	Administrative Director	\$31,034	\$27,974	2024
Central Works	CA	\$282,412	Board Member, Company Co-director	\$54,210	\$44,004	2024
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$52,869	2024
Southern Minnesota Womens Center	MN	\$282,337	Ex. Director	\$33,010	\$31,567	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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–\$205,471; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$283,285); for reference, expenses \$67,028 and assets \$218,787. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gregg Green, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	134 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	26 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	22 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 (Gregg Green) 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 \$27,692 is reasonable (approximately the 26th 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.