

# The Freedom To Help Foundation Inc

Executive Director / CEO

EIN 881328920  
 MD · NTEE T31  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Carmen Mirabile, Executive Director / CEO** (\$1,312) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Carmen Mirabile — 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 (T31).

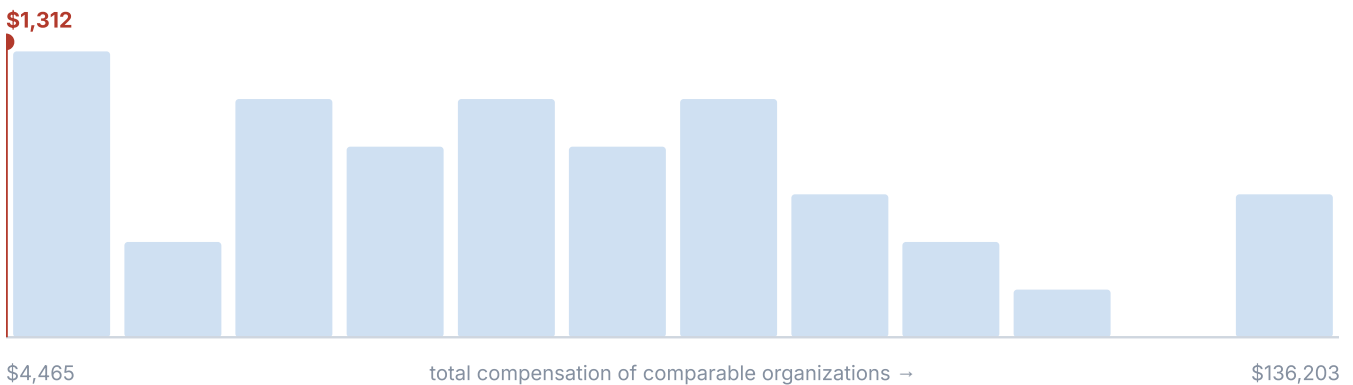
**BUDGET** Total revenue between \$155,646 and \$348,462 — 0.67x to 1.50x the subject's \$232,308 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,326	\$33,087	\$51,114	\$79,097	\$95,775	<b>\$1,312</b>
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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 MD 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
<a href="#">The Surety Foundation Inc</a>	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	<b>\$52,082</b>	2024
<a href="#">Middletown Community Foundation Inc</a>	PA	\$235,127	Executive Di	\$5,000	<b>\$5,333</b>	2023
<a href="#">The Pearl Foundation Of The</a>	TN	\$227,530	Program Direct	\$55,650	<b>\$60,773</b>	2024
<a href="#">Hawaii Va Foundation</a>	HI	\$225,981	Board Chair/	\$4,800	<b>\$4,465</b>	2024
<a href="#">Olivia Hospital &amp; Clinic Foundation</a>	MN	\$224,257	Director & President	\$66,188	<b>\$69,955</b>	2023
<a href="#">Stillwater Community Healthcare</a>	MT	\$241,012	Ceo	\$43,294	<b>\$48,486</b>	2024
<a href="#">Mac Foundation</a>	MT	\$223,291	Cfo	\$118,130	<b>\$136,203</b>	2023
<a href="#">Buffalo Renaissance Foundation Inc</a>	NY	\$221,606	Executive Director	\$36,000	<b>\$34,796</b>	2023
<a href="#">Ozarks Charitable Real Estate Foundation</a>	MO	\$218,166	Director/president & Ceo End 02/24	\$37,216	<b>\$40,952</b>	2024
<a href="#">Pv Schools Education Foundation</a>	AZ	\$216,826	Executive Director	\$55,000	<b>\$54,954</b>	2024
<a href="#">United Way Of Adams County Inc</a>	PA	\$250,888	Executive Dir.	\$71,169	<b>\$73,735</b>	2024
<a href="#">Rochelle Area Community Foundation</a>	IL	\$252,515	Executive Di	\$92,084	<b>\$94,054</b>	2024
<a href="#">Port Washington Education Foundation</a>	NY	\$210,140	Vice President	\$10,000	<b>\$9,665</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Real Situations Inc</a>	OH	\$255,499	Sports/program Administrator	\$6,000	<b>\$6,603</b>	2024
<a href="#">Chasdei Eliyahu</a>	PA	\$208,638	Treasurer	\$12,000	<b>\$12,433</b>	2024
<a href="#">Nehemiah Community Foundation</a>	CA	\$205,259	Coo	\$85,180	<b>\$78,674</b>	2023
<a href="#">Israel America Foundation Inc</a>	NY	\$202,951	Executive Direc	\$79,200	<b>\$76,550</b>	2023
<a href="#">Bettendorf Community Schools Foundation</a>	IA	\$201,204	Administration	\$41,128	<b>\$46,786</b>	2024
<a href="#">Carol Ann Lee Memorial Trust</a>	GA	\$265,062	Former Trustee	\$30,847	<b>\$33,176</b>	2023
<a href="#">Visit Champaign County Foundation</a>	IL	\$266,372	Secretary	\$125,888	<b>\$132,380</b>	2023
<a href="#">Tustin Community Foundation</a>	CA	\$197,975	Executive Director	\$73,710	<b>\$68,080</b>	2023
<a href="#">Together Empowered Inc</a>	GA	\$268,542	Clinical Director	\$11,310	<b>\$11,510</b>	2025
<a href="#">Greater Columbus Community Helping</a>	OH	\$193,012	Executive Di	\$85,000	<b>\$93,533</b>	2024
<a href="#">Swift Eagle Charitable Foundation</a>	CO	\$274,262	Executive Dir.	\$32,000	<b>\$32,821</b>	2023
<a href="#">Torah Synagogue Foundation</a>	NY	\$189,200	Treasurer	\$38,000	<b>\$34,755</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	40 organizations. Compensation range \$4,465–\$136,203; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,308); for reference, expenses \$169,431 and assets \$62,877.
ROLE MATCH	Carmen Mirabile, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	78 <sup>th</sup>

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

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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 (Carmen Mirabile) 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 40 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,312 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.