

Avenue Shared Services

Executive Director / CEO

EIN 883403577

NE · NTEE P20

FY ending 2024-08-31

June 13, 2026

This analysis benchmarks the total compensation of **Ken Bird, Executive Director / CEO** (\$73,262) against **every comparable organization** that fit the selection criteria — **1045** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

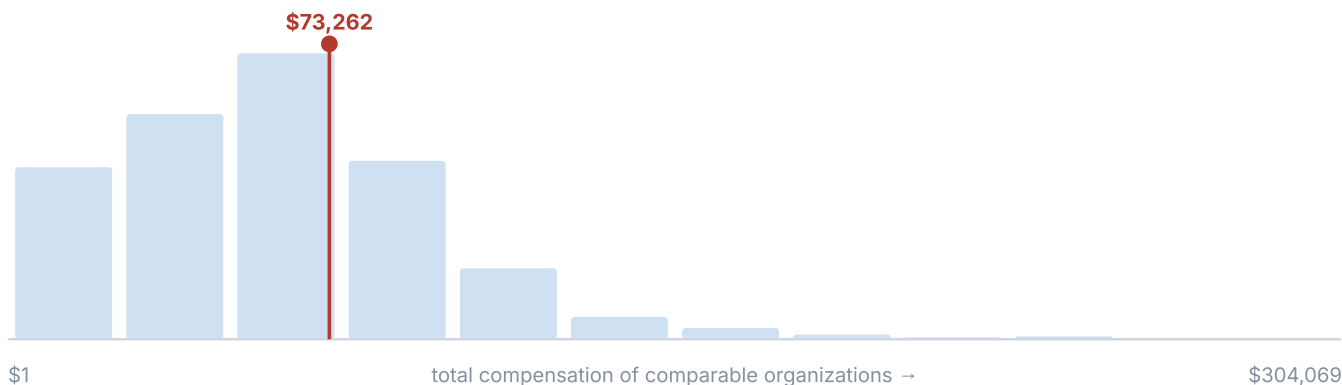
Benchmarked executive: Ken Bird — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$309,965 and \$693,952 — 0.67x to 1.50x the subject's \$462,635 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,045 organizations qualified on sector, size, and geography → **1,045** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,503	\$35,320	\$58,506	\$80,011	\$104,738	\$73,262
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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 NE 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
Peterson Outdoors Ministries	MO	\$462,743	President	\$64,168	\$63,189	2024
Bold Idea Inc	TX	\$462,464	President & Ceo	\$104,121	\$94,341	2025
Kathys Place	OR	\$461,846	Executive Director And Secretary	\$49,038	\$43,591	2023
Mormon Women For Ethical Government	UT	\$461,768	Executive Dir.	\$7,200	\$6,851	2024
The Children's Table Inc	FL	\$461,709	Vice President	\$59,600	\$52,056	2024
Sisterhouse	IL	\$461,585	Executive Director	\$71,814	\$67,581	2023
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$42,519	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$108,250	2024
Heartspace Kids Inc	CO	\$464,476	President And Ceo	\$87,563	\$78,064	2024
A Little Compassion	CT	\$460,707	Exec Dir. -	\$54,154	\$45,992	2025
Service Never Sleeps	VA	\$460,661	Ceo	\$159,319	\$143,023	2024
Bread For Life Community Food Pantry Inc	VA	\$464,706	Executive Director	\$15,000	\$13,466	2024
Family And Children's Center	IN	\$464,973	Dir- Operati	\$1,718	\$1,684	2024
Love Inc - Heartland	MN	\$460,269	Executive Di	\$74,119	\$68,093	2024
Broom Homestead Inc	CA	\$460,183	President & Ceo	\$98,000	\$78,679	2024
Chevra Usa	CO	\$465,272	Executive Director	\$97,783	\$89,750	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abandon Project Inc	NC	\$459,940	Executive Director	\$65,000	\$64,289	2023
Boundless Expectations Inc	MD	\$459,857	Director And President	\$45,000	\$39,115	2024
Catholic Worker Hospitality House	CA	\$465,519	Director, Board Member	\$52,530	\$42,173	2024
Northern Nevada Dream Center	NV	\$465,832	President	\$22,278	\$20,762	2024
Guilford Green Foundation	NC	\$459,128	Executive Di	\$92,131	\$91,122	2023
Catalyst San Gabriel Valley Incorporated	CA	\$459,052	Ceo	\$50,909	\$42,079	2023
Partners In Hope - Texas	TX	\$466,281	Executive Director	\$83,080	\$79,550	2023
Learn Foundation Inc	GA	\$458,887	Project Advisor	\$27,596	\$26,560	2023
Kulungu For Congo	CA	\$466,394	Executive Director	\$50,000	\$39,107	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	1045 organizations. Compensation range \$1–\$304,069; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$462,635); for reference, expenses \$413,115 and assets \$107,001.
ROLE MATCH	Ken Bird, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 27 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	67 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Ken Bird) 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 13, 2026, comparing compensation against 1045 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,262 is reasonable (approximately the 67th 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 13, 2026.