

The Openminds Foundation

Executive Director / CEO

EIN 884179016

CA · NTEE F32

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Fleming, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Joseph Fleming — 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 (F32).

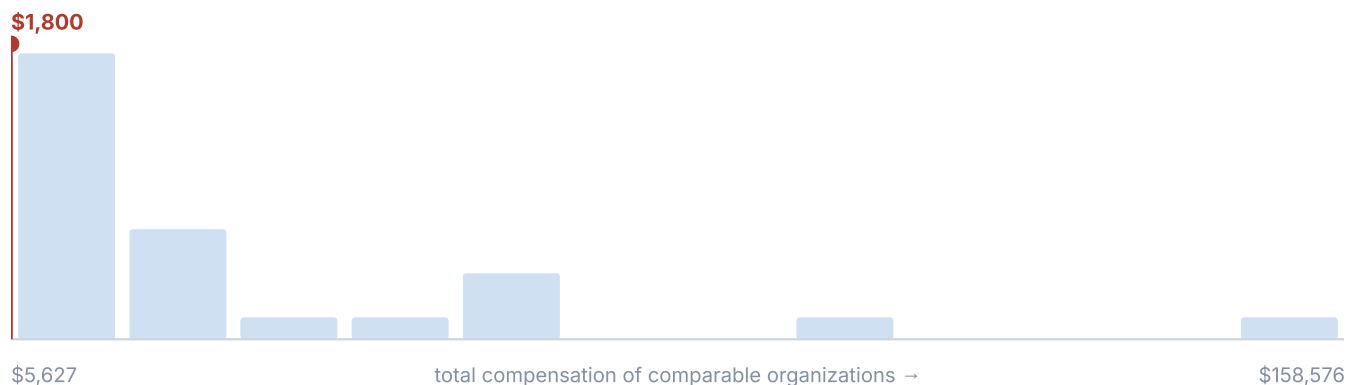
BUDGET Total revenue between \$27,021 and \$60,495 — 0.67x to 1.50x the subject's \$40,330 (the band tightens as size grows).

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

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,539

\$11,975

\$18,072

\$35,581

\$68,026

\$1,800



■ 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 CA 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
Ground For Growth Inc	GA	\$41,154	President	\$5,000	\$5,656	2024
Sundown M Foundation	WA	\$39,356	Executive Director	\$28,878	\$29,082	2024
C3 Pastoral Ministries Inc	OK	\$38,321	Ceo	\$24,000	\$30,605	2023
Still Wind Ministries Inc	SC	\$38,207	Executive Director	\$14,830	\$17,403	2024
Bloom In The Dark Inc	TN	\$43,599	President Chairman	\$18,125	\$22,064	2023
Phoenix Houses Of New York Inc	NY	\$36,699	President & Ceo	\$67,941	\$69,059	2024
Resilience Across Borders Inc	MD	\$44,588	Executive Director	\$15,608	\$16,899	2023
Country Valley Industries Inc	NY	\$46,243	Chief Executive Officer	\$35,005	\$35,581	2024
Virginia Crisis Intervention Team Coalition	VA	\$34,160	President	\$12,000	\$13,418	2023
Arise	CO	\$33,988	Executive Di	\$61,632	\$66,476	2024
Whistleblowers Of America	FL	\$47,484	Vice President	\$22,126	\$23,381	2024
Center South Housing Development	PA	\$48,315	Director Of Construction	\$13,787	\$15,922	2023
Grace Abounds	AR	\$31,164	Therapist- Executive Director	\$79,040	\$102,889	2023
Dutchess Arc Foundation Inc	NY	\$30,091	Executive Director (Started 3/23)	\$51,546	\$53,941	2023
Gls Legacy Inc	TX	\$30,057	President	\$5,000	\$5,627	2024
Helping Our Mentally Ill Experience	CA	\$51,272	President & Ceo	\$67,023	\$65,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Douglas Gardens Community Mental Health	FL	\$29,374	Chief Executive Officer	\$8,167	\$8,885	2023
Shdc No 7 Inc	HI	\$52,204	Exec Dir/asst. Secretary	\$12,721	\$13,190	2023
Lighthouse For New Hope	TX	\$53,527	Development Director	\$15,600	\$18,072	2023
Reclaiming Victory Ministries Inc	OR	\$57,764	President	\$11,135	\$11,975	2023
2nd Chance Ministries Community Developm	NY	\$58,009	Board Member	\$9,050	\$9,471	2023
Caring Residential Services Iii Inc	NJ	\$58,960	Pres And Exec Director Ope	\$157,895	\$158,576	2024
National Drug & Safety League	MI	\$59,272	President/di	\$7,156	\$8,309	2024
Project Live Xiii Inc	NJ	\$59,819	Executive Director	\$11,844	\$11,895	2024
Vesta Arundel Inc	MD	\$60,462	President	\$21,417	\$22,523	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 25 organizations. Compensation range \$5,627–\$158,576; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$40,330); for reference, expenses \$43,516 and assets \$19,298.

ROLE MATCH Joseph Fleming, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	0 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 (Joseph Fleming) 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 25 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,800 is reasonable (approximately the 0th 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.