

Love In The Name Of Christ Of Lewis County

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Melodee Bailey, Executive Director / CEO** (\$53,016) against **every comparable organization** that fit the selection criteria — **262** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Melodee Bailey — 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 (P20Z).

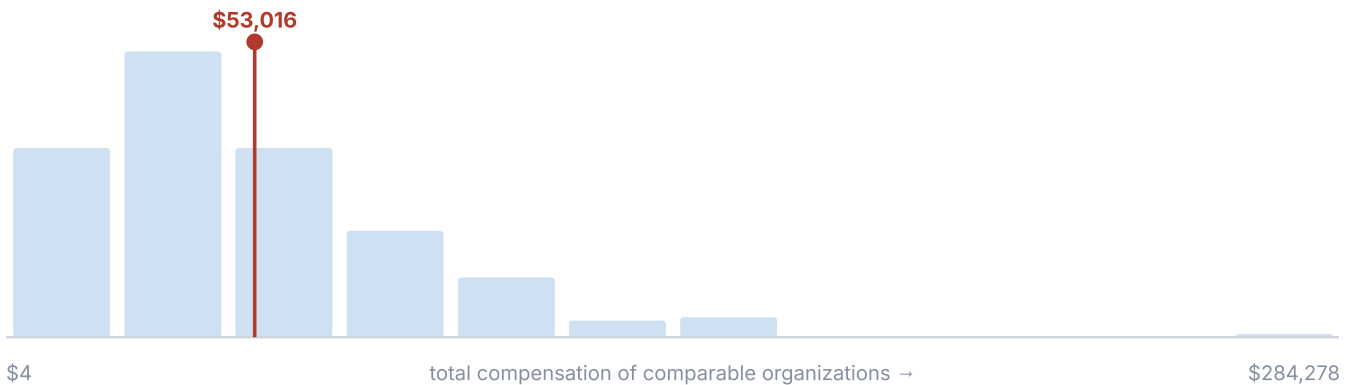
BUDGET Total revenue between \$87,463 and \$195,814 — 0.67x to 1.50x the subject's \$130,543 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

262 organizations qualified on sector, size, and geography

→ **262** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,018	\$25,698	\$43,222	\$69,485	\$97,561	\$53,016
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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 WA 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
Women To Women Inc	CO	\$130,423	Program Chai	\$30,000	\$32,130	2024
Beautiful Spirited Women	TN	\$129,715	Founder	\$23,750	\$28,708	2023
Better Business Bureau Of Ne In	IN	\$131,614	President/ C	\$11,390	\$13,812	2023
Eugene Bell Foundation Inc	SC	\$129,280	Chairman	\$58,836	\$68,558	2024
Accountability Oregon	OR	\$131,868	Officer	\$66,187	\$68,652	2024
Vetcares Inc	CA	\$128,729	Ceo	\$130	\$125	2024
Unitarian Universalist Action New Hampshire	NH	\$128,665	Executive Director	\$18,500	\$18,588	2025
Careyes Foundation	CA	\$128,003	Director	\$16,000	\$15,888	2023
Spring Research Innovation Network Group	CA	\$127,975	Executive Director	\$23,868	\$23,700	2023
The Pat Green Foundation	TX	\$127,906	Executive Director	\$67,650	\$77,817	2023
Franklin County Senior Citizens Inc	TN	\$133,426	Current Director	\$35,269	\$41,408	2024
Coolbaugh Township Firemen's Relief	PA	\$133,666	Secretary	\$1,200	\$1,337	2024
For All Ages Inc	CT	\$133,882	Director And Ceo	\$73,186	\$76,644	2024
The Josina Lott Foundation	OH	\$134,480	Executive Director	\$127,245	\$150,532	2024
Gapp Services Inc	MN	\$126,377	President	\$59,500	\$65,668	2024
Ventura County Central Service Office Inc	CA	\$126,080	Office Manager	\$68,007	\$70,297	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Exponential Destiny	WY	\$125,828	Director	\$8,750	\$10,465	2024
One Colorado	CO	\$125,298	Executive Di	\$8,849	\$9,477	2024
Girlie Girls Mentoring Program	LA	\$125,237	Executive Director	\$50,000	\$61,495	2024
Endless Opportunities	NC	\$135,962	Executive Dir	\$50,538	\$58,325	2024
Capernaum Inc	TX	\$124,878	President	\$96,031	\$110,463	2023
Nebraska Panhandle Area Health	NE	\$136,379	Executive Di	\$75,519	\$88,384	2025
Project Help Of Steuben Co	IN	\$124,664	Executive Di	\$66,000	\$77,740	2024
Miracle Church Of Christ Incorporated	NY	\$124,397	Asiamah	\$7,500	\$7,570	2024
Here To Serve Inc	CA	\$136,789	Ceo/board Chair	\$79,761	\$74,945	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	262 organizations. Compensation range \$4–\$284,278; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$130,543); for reference, expenses \$151,750 and assets \$355,489.
ROLE MATCH	Melodee Bailey, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	62 nd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	54 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 (Melodee Bailey) 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 262 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,016 is reasonable (approximately the 62nd 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.