

# Blanket Coverage

Executive Director / CEO

EIN 931069589

OR · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Griffith, Executive Director / CEO** (\$74,518) against **every comparable organization** that fit the selection criteria — **958** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

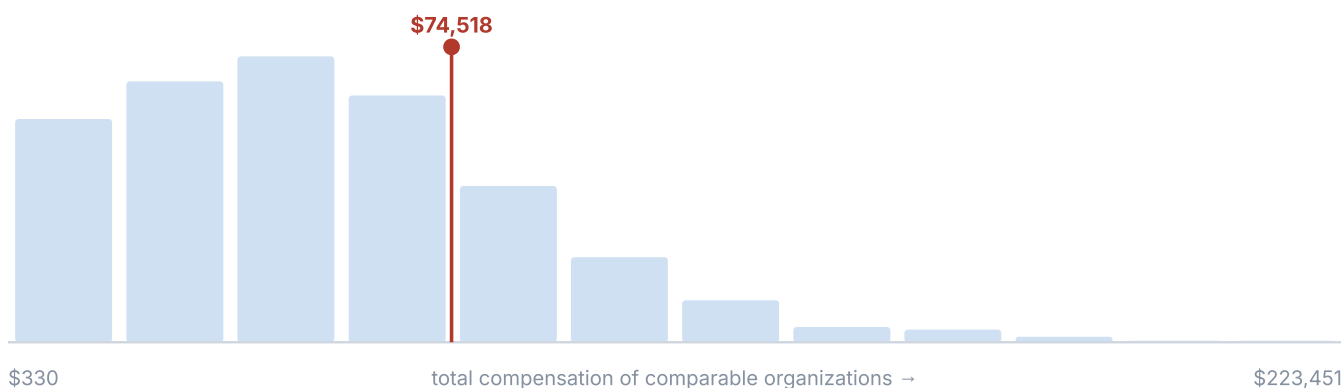
**Benchmarked executive:** Daniel Griffith — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$175,387 and \$392,659 — 0.67x to 1.50x the subject's \$261,773 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**958** organizations qualified on sector, size, and geography → **958** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,667	\$26,565	\$49,045	\$73,189	\$97,452	\$74,518
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 76TH
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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 OR 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="#">Moving For Life Inc</a>	NY	\$261,796	President	\$4,240	<b>\$4,126</b>	2023
<a href="#">Hope Refuge Inc</a>	CA	\$261,725	President	\$4,897	<b>\$4,553</b>	2023
<a href="#">Family Promise Of Juneau</a>	AK	\$261,987	Executive Director	\$96,979	<b>\$96,976</b>	2024
<a href="#">Human Milk Repository Of New Mexico</a>	NM	\$261,471	Executive Director	\$83,119	<b>\$96,267</b>	2023
<a href="#">Thompson Social Services Inc</a>	PA	\$261,381	President	\$74,700	<b>\$77,915</b>	2024
<a href="#">Operation C A R E</a>	OK	\$262,220	Executive Director	\$26,400	<b>\$30,406</b>	2024
<a href="#">The Coming Home Project</a>	TX	\$262,355	Executive Dir.	\$16,000	<b>\$17,235</b>	2023
<a href="#">Seniors Creating Art</a>	WA	\$261,138	Executive Director	\$36,958	<b>\$34,609</b>	2024
<a href="#">Humanity House Foundation</a>	KS	\$260,927	Director	\$59,583	<b>\$67,327</b>	2024
<a href="#">Lost Sparrows Inc</a>	IN	\$262,758	President	\$60,000	<b>\$66,180</b>	2024
<a href="#">Mom Community Inc</a>	GA	\$260,657	President	\$41,127	<b>\$44,529</b>	2023
<a href="#">Foster Love Ministries</a>	GA	\$260,571	Executive Director	\$22,750	<b>\$24,632</b>	2023
<a href="#">Serving Beyond Borders</a>	OH	\$260,473	Presidentexecutive Director	\$90,600	<b>\$100,367</b>	2024
<a href="#">Briggs &amp; Barrett Project</a>	NE	\$263,085	Executive Director	\$76,518	<b>\$86,080</b>	2024
<a href="#">Gchfa Inc</a>	FL	\$260,397	President & Tr.	\$48,000	<b>\$47,164</b>	2024
<a href="#">Luke 14 Ministries</a>	TN	\$263,223	Chief Executive Officer	\$75,000	<b>\$82,456</b>	2024
<a href="#">Sustainable Livelihoods Relief</a>	ME	\$260,136	Executive Di	\$2,338	<b>\$2,521</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bridge Of Hope Harrisburg Area</a>	PA	\$259,996	Executive Director	\$81,743	<b>\$83,063</b>	2025
<a href="#">S A Heals</a>	TX	\$259,654	President	\$30,000	<b>\$32,315</b>	2023
<a href="#">Strawberry Mansion Neighborhood Action Center</a>	PA	\$263,930	Executive Director	\$79,368	<b>\$82,784</b>	2024
<a href="#">New Horizon Ranch Inc</a>	KS	\$264,077	President	\$59,906	<b>\$67,691</b>	2024
<a href="#">Outer Court Ministries Inc</a>	TX	\$264,120	President	\$12,816	<b>\$14,370</b>	2022
<a href="#">Nextgen Face Inc</a>	NY	\$264,127	Executive Director	\$50,000	<b>\$47,257</b>	2024
<a href="#">Families First Community Center</a>	ME	\$259,412	Executive Director	\$59,640	<b>\$64,308</b>	2023
<a href="#">Civic Suds Corporation</a>	DC	\$264,208	President	\$75,000	<b>\$70,871</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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

PEER COUNT	958 organizations. Compensation range \$330–\$223,451; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$261,773); for reference, expenses \$289,362 and assets \$70,514.
ROLE MATCH	Daniel Griffith, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 18 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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**

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 (Daniel Griffith) 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 958 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,518 is reasonable (approximately the 76<sup>th</sup> 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.