

# Symons Family Fund

Executive Director / CEO

EIN 943183623  
 CA · NTEE P120  
 FY ending 2023-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Darrell Slocum, Executive Director / CEO** (\$21,560) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

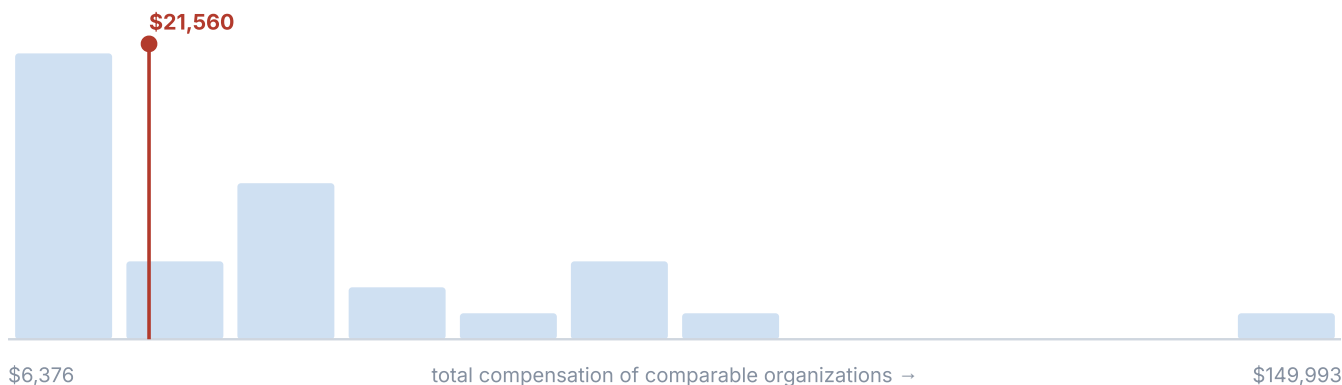
**Benchmarked executive:** Darrell Slocum — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P120).
BUDGET	Total revenue between \$108,497 and \$242,904 — 0.67x to 1.50x the subject's \$161,936 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,238	\$12,857	\$27,803	\$44,492	\$76,453	\$21,560
---------	----------	----------	----------	----------	----------



## ● 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
<a href="#">Heels To Heal Inc</a>	FL	\$158,329	Executive Director	\$38,400	<b>\$40,577</b>	2024
<a href="#">918 Fully Involved</a>	OK	\$157,586	Director	\$5,000	<b>\$6,376</b>	2023
<a href="#">Tarahumara Childrens Hospital Fund</a>	OR	\$167,860	Executive Director	\$10,280	<b>\$11,056</b>	2023
<a href="#">Shanti Childrens Foundation</a>	CO	\$173,147	President And Treasurer	\$33,000	<b>\$36,645</b>	2023
<a href="#">The Rinkle Family Foundation</a>	CA	\$147,540	Trustee (K-love Ceo) To July	\$15,829	<b>\$15,829</b>	2023
<a href="#">Jt Townsend Foundation Inc</a>	FL	\$146,211	Executive Di	\$29,500	<b>\$31,173</b>	2024
<a href="#">The Estancia Foundation</a>	AZ	\$144,688	Secretary/treasurer	\$35,787	<b>\$38,714</b>	2024
<a href="#">Lakeview Area Helping Hands Center</a>	PA	\$142,451	Administrato	\$17,000	<b>\$19,633</b>	2023
<a href="#">Ruby Room</a>	WA	\$137,431	Executive Director	\$10,858	<b>\$10,934</b>	2024
<a href="#">Lutheran Family Services Foundation Inc</a>	NE	\$188,050	Secretary/pres & Ceo - Lfs	\$36,060	<b>\$43,626</b>	2024
<a href="#">Jasons Dreams For Kids Inc</a>	NJ	\$135,177	President	\$10,000	<b>\$10,043</b>	2024
<a href="#">Acts Of Grace Ministries</a>	PA	\$133,432	Director	\$27,453	<b>\$30,795</b>	2024
<a href="#">Snowflake Village Nc</a>	NC	\$132,059	Vice President	\$10,934	<b>\$12,708</b>	2024
<a href="#">Eagles Aerie 2171 Charity Fund Inc</a>	OH	\$203,294	Secretary	\$6,000	<b>\$7,359</b>	2023
<a href="#">Friends Of The Palapa Society Of Todos Santos Inc</a>	CA	\$204,222	Secretary	\$7,050	<b>\$6,848</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sacramento Association Of Realtors</a>	CA	\$116,983	Executive Director	\$13,287	<b>\$12,906</b>	2024
<a href="#">Durham Congregations In Action</a>	NC	\$208,387	Executive Dir.	\$50,000	<b>\$58,114</b>	2024
<a href="#">Upstate Caring Partners Holding</a>	NY	\$211,594	Executive Director	\$18,246	<b>\$18,547</b>	2024
<a href="#">Our Daily Bread Christian Food Ministry Inc</a>	NC	\$212,753	Director	\$35,000	<b>\$47,089</b>	2021
<a href="#">The Chris Hondros Fund</a>	NY	\$214,558	President	\$68,000	<b>\$69,118</b>	2024
<a href="#">United Way Of Richmond County Inc</a>	NC	\$216,528	Executive Director	\$64,624	<b>\$77,329</b>	2023
<a href="#">Tlc Charities Foundation Inc</a>	KS	\$221,007	Trustee	\$19,831	<b>\$24,811</b>	2023
<a href="#">Episcopal Communities Foundation</a>	AL	\$227,771	Executive Director	\$13,829	<b>\$16,805</b>	2024
<a href="#">The Center For Family Support Foundation Inc</a>	NY	\$227,943	Ceo Thru Jan. 2024	\$41,094	<b>\$41,770</b>	2024
<a href="#">Childrens Global Alliance</a>	CO	\$228,096	Executive Di	\$12,000	<b>\$12,943</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 28 organizations. Compensation range \$6,376–\$149,993; filing years 2021–2024.

**SIZE BASIS** Matched on total revenue (\$161,936); for reference, expenses \$224,823 and assets \$1,560,457.

ROLE MATCH	Darrell Slocum, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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

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 (Darrell Slocum) 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 10, 2026, comparing compensation against 28 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,560 is reasonable (approximately the 46<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 10, 2026.