

Safe Refuge For Children And Families

Executive Director / CEO

EIN 463537904

CA · NTEE P43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrae Robinson, Executive Director / CEO** (\$59,713) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

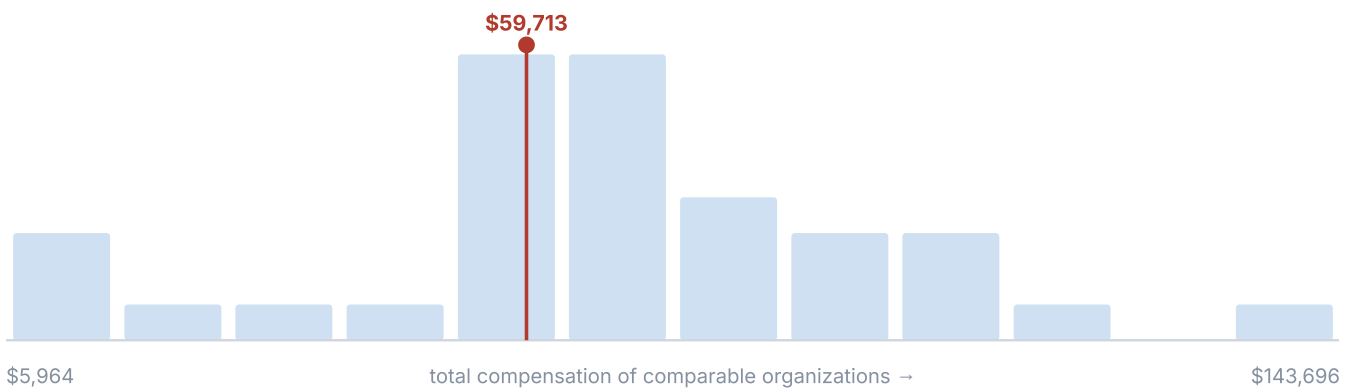
Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P43).
BUDGET	Total revenue between \$185,429 and \$415,140 — 0.67x to 1.50x the subject's \$276,760 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,938 10TH	\$55,151 25TH	\$67,038 MEDIAN	\$84,599 75TH	\$100,489 90TH	\$59,713 THIS ORG · 38TH
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■ **Comparable organizations**

P50
P75
P90
\$26,938
\$55,151
\$67,038
\$84,599
\$100,489

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Safe Haven Of Person County	NC	\$278,411	\$99,845	990
Austin Street Real Estate	TX	\$265,300	\$59,460	990
Opening Doors For Women In Need	TX	\$288,267	\$52,667	990
Nora's Haven	RI	\$262,544	\$143,696	990
Child And Family Advocacy Center Of	MN	\$291,764	\$86,433	990
Clear Creek County Advocates	CO	\$296,746	\$73,782	990
Haven Of The Dan River Region	VA	\$301,658	\$31,887	990
Arlington Life Shelter Real Estate	TX	\$242,785	\$5,964	990
Cannon Co Services And Violence Edu	TN	\$311,845	\$66,692	990
Mayday Inc	OR	\$312,881	\$85,898	990
Stone County Abuse Prevention Inc	AR	\$236,999	\$57,140	990
North Shore Horizons Inc	MN	\$319,895	\$116,875	990
Women Crowned In Glory	CA	\$326,967	\$66,508	990
Goshen County Task Force On Family	WY	\$221,894	\$67,384	990
The Safe Alliance Facilities Holdings	TX	\$220,880	\$10,551	990
Whispers Of Love Hope & Joy Inc	IA	\$217,602	\$44,381	990
Fremont County Alliance Against Dom Viol	WY	\$340,664	\$80,700	990
Deaf World Against Violence	OH	\$349,790	\$66,078	990
Yesterdays Gone	TX	\$352,972	\$17,377	990
Parasol Cooperative Foundation	NJ	\$195,264	\$62,660	990
Project Safe Inc	WY	\$194,110	\$57,917	990
Green Haven Family Advocates Inc	WI	\$368,471	\$68,788	990
Crisis Center Of Dodge City Inc	KS	\$377,112	\$59,118	990
Mission Righteous Roots	TX	\$384,089	\$101,001	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Auglaize County Crisis Center	OH	\$385,207	\$100,765	990

■ 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 34 organizations. Compensation range \$5,964–\$143,696; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$276,760); for reference, expenses \$283,773 and assets \$25,098.

ROLE MATCH Andrae Robinson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	38th
Total compensation (D + F), as reported (no adjustments)	53rd
Reportable pay only (column D), adjusted	15th
All sources (D + E + F), adjusted	29th

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 (Andrae Robinson) 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 34 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,713 is reasonable (approximately the 38th 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). 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.