

Financial Therapy Association

Executive Director / CEO

This analysis benchmarks the total compensation of **Brandy Johnson, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **369** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Brandy Johnson — 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 (W03).
BUDGET	Total revenue between \$179,202 and \$401,199 — 0.67x to 1.50x the subject's \$267,466 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

369 organizations qualified on sector, size, and geography → **369** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,268	\$21,101	\$49,794	\$80,932	\$108,759	\$60,000
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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 KS 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
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$16,540	2025
Bourn Free Foundation	NV	\$267,799	Cfo Treasure	\$9,000	\$8,351	2024
Society Of The First Infantry Div	KS	\$267,072	Executive Director	\$13,575	\$13,575	2024
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$81,231	2024
Mindful Living Revolution	CA	\$266,848	President	\$133,693	\$106,859	2024
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$22,165	2024
Pro Bono Advisory Council	MO	\$268,565	Executive Director	\$37,097	\$36,370	2024
Veterans Of Foreign Wars Department	DE	\$266,283	Service Offi	\$60,000	\$52,979	2025
Paralyzed Veterans Of America North Cent	SD	\$268,925	Executive Director - Left 08/2024	\$86,077	\$87,933	2024
Customers First Coalition Inc	WI	\$265,677	Executive Director/directo	\$156,125	\$155,385	2023
Shootout For Soldiers Inc	TX	\$265,237	President	\$37,852	\$35,048	2024
Wind River Community Alliance	WY	\$269,874	Director	\$89,960	\$89,167	2024
Uncommon Grit Foundation Inc	VA	\$271,355	President	\$92,700	\$82,850	2024
Guardianship Corp	NY	\$261,698	President	\$135,000	\$112,918	2024
Downtown On The Go	WA	\$261,683	Executive Director	\$58,657	\$50,047	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Paulding County Economic	OH	\$273,461	Director	\$88,400	\$86,667	2024
C4c Oakland Action Inc	CA	\$261,369	Org. Director	\$37,917	\$30,307	2024
Wisconsin County Forests Association Inc	WI	\$273,826	Executive Director	\$99,918	\$96,591	2024
Ptda Foundation	IL	\$261,016	Executive Director	\$27,174	\$25,459	2023
Leadership Oakland	MI	\$260,741	Executive Director	\$82,000	\$78,344	2024
Musaadah Charity	CA	\$274,390	President	\$50,000	\$41,145	2023
Natura International Inc	DC	\$274,650	President	\$9,824	\$7,980	2024
Ventura County Regional Defense Partnership	CA	\$274,910	Co-chair Public Member	\$50,400	\$39,246	2025
Washington Research Council	WA	\$275,356	Vice Chair	\$24,413	\$20,829	2023
Gtc Group	VA	\$275,794	Secretary	\$15,000	\$13,060	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	369 organizations. Compensation range \$126–\$557,743; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$267,466); for reference, expenses \$192,923 and assets \$283,110.
ROLE MATCH	Brandy Johnson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	27 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	59 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	53 rd

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 (Brandy Johnson) 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 369 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 59th 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.