

Ritter Charitable Trust

Executive Director / CEO

EIN 046971851

NV · NTEE T11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gian Brosco, Executive Director / CEO** (\$44,453) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Gian Brosco — 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

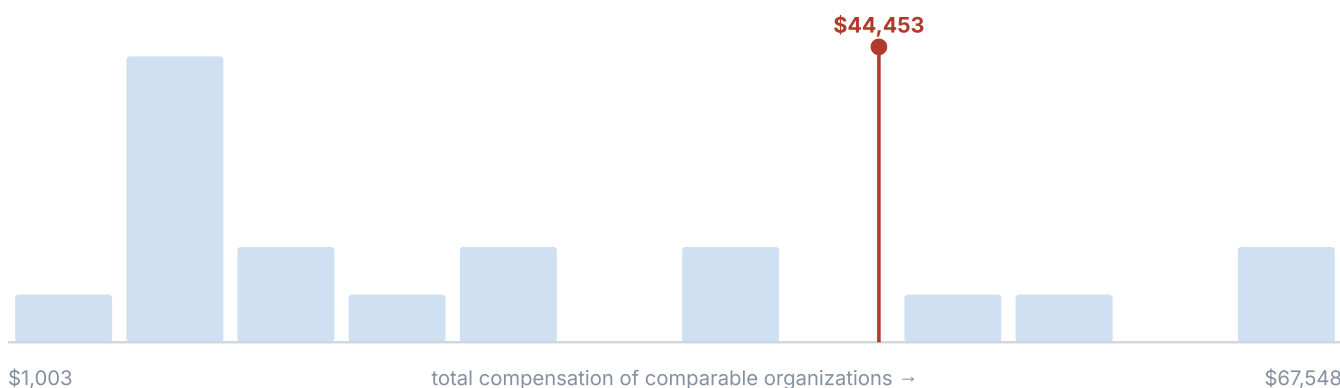
SECTOR Organizations sharing the subject's NTEE classification (T11).

BUDGET Total revenue between \$23,971 and \$53,668 — 0.67x to 1.50x the subject's \$35,779 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,855	\$8,196	\$16,687	\$38,996	\$57,261	\$44,453
---------	---------	----------	----------	----------	----------



● 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 NV 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
Wisdom Wonder Project	CA	\$33,551	President/executive Direct	\$1,164	\$1,003	2023
Tyler County Hospital Foundation	TX	\$32,741	President	\$18,081	\$18,044	2023
Dentaquest Care Group Inc	MA	\$39,146	President/director [7/20/2024 - 12/31/2024]	\$62,202	\$54,163	2024
The Intercommunity Foundation Inc	CT	\$32,046	Incorporator/director	\$74,347	\$67,548	2024
Heritage Fund Supporting Foundation Inc	IN	\$31,427	President & Ceo	\$12,204	\$12,471	2024
Thelma Pearl Howard Foundation	CA	\$31,188	Secretary	\$53,882	\$46,417	2023
Blue Water Land Fund Inc	MI	\$30,371	President/ceo	\$64,477	\$64,489	2024
Nathalie & Theodore Jones Charitable	MA	\$42,445	Trustee	\$9,197	\$8,008	2024
Nathalie & Theodore Jones Charitable	MA	\$42,944	Trustee	\$8,363	\$7,497	2023
Lezah Stenger Foundation	MO	\$43,227	Director	\$35,676	\$36,615	2024
larca Institute For Excellence Inc	IN	\$27,107	Executive Director	\$15,000	\$15,329	2024
Robert And Eileen Sill Family Foundation	OH	\$26,365	Assistant Secretary	\$37,656	\$39,789	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Providence Animal Center Foundation	PA	\$25,836	Executive Director	\$8,213	\$8,171	2023
Vogt Family Affiliated Fund Of The Okc	OK	\$46,138	Secretary	\$25,864	\$28,412	2023
Kr Fund Inc	MD	\$25,146	President & Public Dir. Until 07/24	\$30,197	\$27,357	2024
Nathalie & Theodore Jones Charitable	MA	\$46,636	Trustee	\$9,296	\$8,094	2024
Nathalie & Theodore Jones Charitable	MA	\$49,309	Trustee	\$9,499	\$8,271	2024
Nathalie & Theodore Jones Charitable	MA	\$52,285	Trustee	\$10,643	\$9,268	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	18 organizations. Compensation range \$1,003–\$67,548; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$35,779); for reference, expenses \$82,244 and assets \$1,479,686. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gian Brosco, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 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 (Gian Brosco) 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 18 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,453 is reasonable (approximately the 78th 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.