

Covenant International Foundation

Executive Director / CEO

EIN 133124706
 NY · NTEE L41Z
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **William Bedrossian, Executive Director / CEO** (\$37,308) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

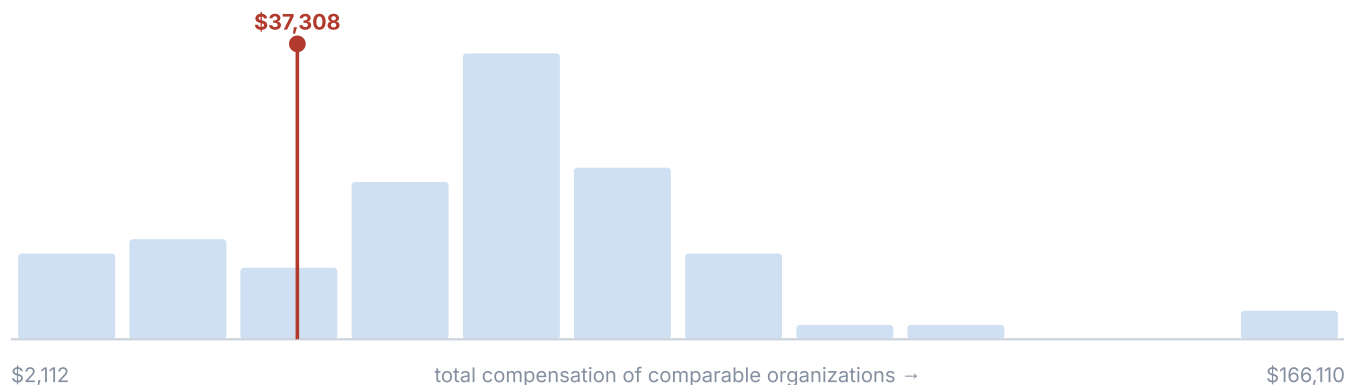
Benchmarked executive: William Bedrossian — reported title “PRESIDENT & CEO AS OF FEB 2023”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41Z).
BUDGET	Total revenue between \$178,409 and \$399,424 — 0.67x to 1.50x the subject's \$266,283 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,355	\$43,370	\$62,127	\$76,695	\$89,728	\$37,308
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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 NY 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
Audrain County Shelter Resource Coalition	MO	\$270,203	Director	\$54,158	\$61,658	2024
Geauga Faith Rescue Mission Inc	OH	\$261,428	Executive Director	\$55,250	\$62,901	2024
Murfreesboro Rescue Mission Inc	TN	\$271,580	Executive Di	\$46,800	\$52,878	2024
Family Promise Of Grayson County	TX	\$260,437	Executive Di	\$57,780	\$62,127	2024
Metro Womens Center	MN	\$273,758	Center Director	\$58,826	\$60,869	2025
Collective Chicago	IL	\$257,496	President	\$65,769	\$69,502	2024
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	Executive Director	\$65,730	\$65,366	2023
Hope House Of McAlester Inc	OK	\$256,012	Executive Dir.	\$32,337	\$39,405	2023
Gateway House Inc	DE	\$277,511	Executive Director	\$73,489	\$79,632	2023
Helping Hands-interfaith Coalition For	NY	\$278,522	Executive Director	\$68,499	\$66,534	2024
The Haven Of Manitowoc County Inc	WI	\$278,915	Executive Director	\$62,250	\$69,881	2024
Community Homeless Outreach	TN	\$280,112	Director	\$53,989	\$62,802	2023
Tims Clube	IA	\$252,434	Administrator	\$5,967	\$7,023	2024
Dupage Housing Solutions Inc	IL	\$282,438	President & Ceo	\$7,460	\$7,883	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Promise Of Bradley County	TN	\$282,567	Executive Director	\$52,525	\$59,346	2024
Brothers Keeper Inc	IN	\$249,691	Facility Manager	\$48,508	\$54,986	2024
Washtenaw Housing Alliance	MI	\$284,243	Executive Di	\$103,370	\$118,074	2023
Visitation House Ministriesinc	TX	\$247,127	Executive Dir.	\$87,612	\$96,986	2023
Murfreesboro Cold Patrol Inc	TN	\$247,120	Executive Director	\$42,039	\$48,902	2023
The Winter Sanctuary Inc	OH	\$286,321	Executive Di	\$41,577	\$47,335	2024
Bethel House Of Whitewater Inc	WI	\$245,566	Director Of Case Management	\$48,750	\$54,726	2024
Bethany House Inc	NY	\$287,235	Director	\$57,700	\$56,045	2024
Samaritan Homeless Interim Program Inc	NJ	\$288,831	Founding Executive Director	\$81,147	\$77,878	2024
Mattoon Area Pads Community	IL	\$241,802	Exec Dir	\$74,287	\$78,503	2024
Northwoods Alliance For Temporary	WI	\$291,100	Executive Di	\$68,900	\$77,346	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 71 organizations. Compensation range \$2,112–\$166,110; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$266,283); for reference, expenses \$296,443 and assets \$921,325.

ROLE MATCH	William Bedrossian, reported title " <i>PRESIDENT & CEO AS OF FEB 2023</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 th

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 (William Bedrossian) 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 71 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,308 is reasonable (approximately the 24th 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.