

Srcs Building Company

Executive Director / CEO

EIN 201465061

MN · NTEE B19

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Beth Brockman, Executive Director / CEO** (\$4,818) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

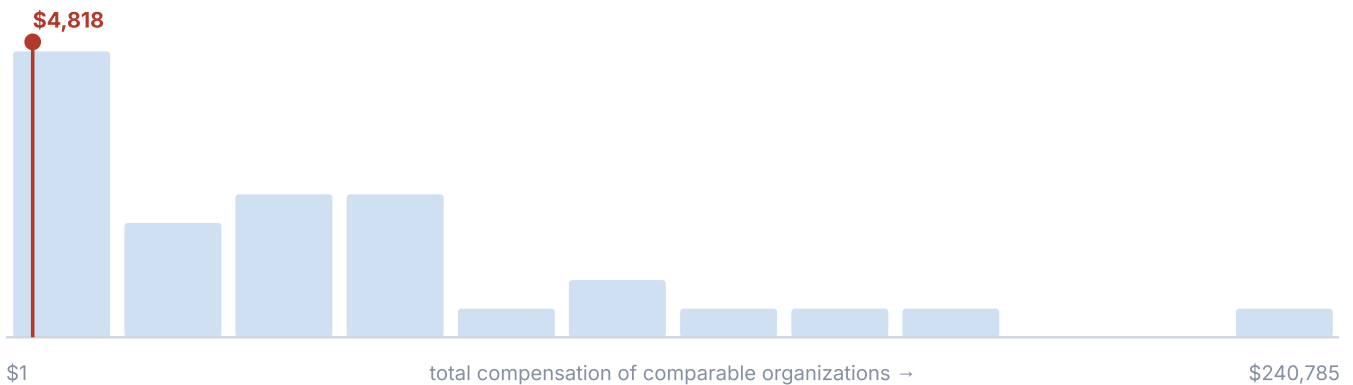
Benchmarked executive: Beth Brockman — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B19).
BUDGET	Total revenue between \$133,220 and \$298,255 — 0.67x to 1.50x the subject's \$198,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,423

\$15,453

\$45,742

\$71,766

\$139,185

\$4,818



■ 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 MN 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
Gpf Woodson Park Nmtc Inc	GA	\$201,061	Executive Director	\$18,151	\$17,940	2024
District 7 High School Rodeo	ID	\$207,400	Secretary	\$7,000	\$7,320	2024
Geneva Lake Astrophysics And Steam Inc	WI	\$187,866	President	\$142,540	\$150,655	2023
Unique Xpression Ministries Inc		\$215,734	Executive Director	\$15,000	\$15,000	2023
Interra Cares Foundation Inc	IN	\$176,598	Chief Strate	\$232,278	\$240,785	2024
Excellence Academies Foundation Inc	NY	\$170,893	Director/ceo	\$44,709	\$40,886	2023
Catch The Stars Foundation	IN	\$227,758	Executive Directorprogram Director	\$48,327	\$50,098	2024
Chd Academy	CA	\$169,137	President	\$10,000	\$8,270	2025
Enterprise Institute	SD	\$231,030	Executive Director	\$153,725	\$171,697	2023
Richland County Public Education	SC	\$232,424	Executive Director	\$76,152	\$80,401	2023
Nys Clsa	NY	\$164,863	Executive Director	\$5,848	\$5,348	2023
Hand-n-hand Early Learning Center Inc	DE	\$234,545	Treasurer	\$5,635	\$5,423	2024
The Academy On Capitalism And Limited	IL	\$238,786	Executive Director	\$113,000	\$109,203	2024
Skourtes Institute	OR	\$158,603	Dir, Pres. &	\$1	\$1	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond Limits Therapeutic Riding Inc	GA	\$156,947	Executive Director	\$25,000	\$24,710	2024
Bridge Of Grace Support Corporation	IN	\$151,624	Board Chair	\$2,862	\$2,967	2024
Education Quality Outcomes Standards	MA	\$149,333	Ceo	\$70,211	\$62,020	2024
Cristo Rey Dallas Academic Center	TX	\$249,287	Cfo	\$15,712	\$15,906	2023
Help Homeschool	OH	\$250,586	Director	\$9,000	\$9,371	2024
Indiana Lifelong Learning Projects Inc	IN	\$251,320	Chair	\$70,249	\$72,822	2024
Youth Mentoring Initiative Inc	IN	\$251,881	Executive Di	\$63,550	\$67,823	2023
Nibras Education Foundation	MI	\$140,058	President	\$43,790	\$45,742	2023
Badgerland After School Enrichment Program Inc	WI	\$259,957	Executive Director	\$66,827	\$70,631	2023
Montessori Public Policy Initiative	DC	\$136,404	Executive Dir.	\$136,200	\$117,487	2024
The Woodland Foundation	LA	\$136,138	Executive Director	\$48,419	\$52,409	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	31 organizations. Compensation range \$1-\$240,785; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,837); for reference, expenses \$336,273 and assets \$1,092,831. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Beth Brockman, 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	9 peers 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	29 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 (Beth Brockman) 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 31 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,818 is reasonable (approximately the 6th 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.