

Copeland Family Supporting Organization

Executive Director / CEO

EIN 201512052

VA · NTEE X112

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Naomi Sedek, Executive Director / CEO** (\$5,470) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Naomi Sedek — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

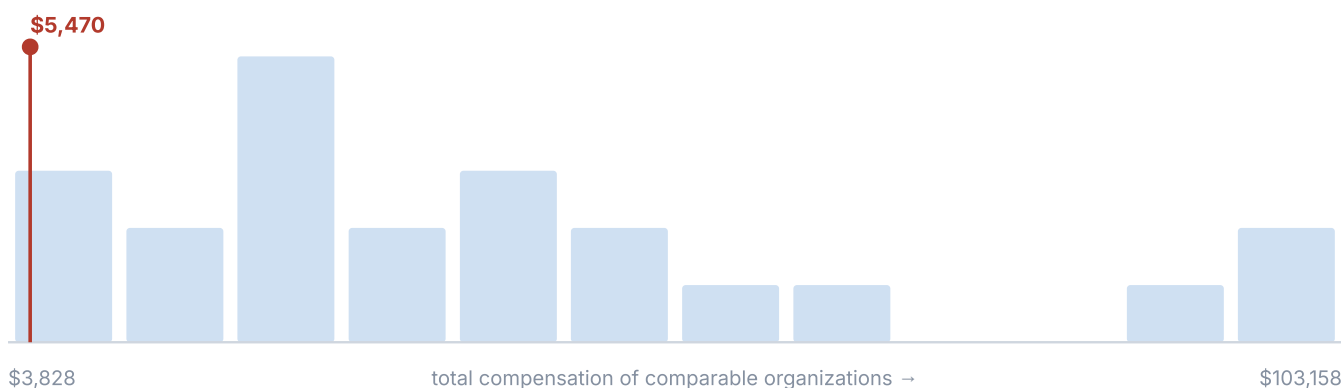
SECTOR Organizations sharing the subject's NTEE classification (X112).

BUDGET Total revenue between \$96,599 and \$216,268 — 0.67x to 1.50x the subject's \$144,179 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X11), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,835

\$21,168

\$31,995

\$50,791

\$87,568

\$5,470



■ 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 VA 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
New Life Center Foundation	ND	\$135,797	Secretary	\$25,948	\$30,362	2023
The Harriette And Ted Perlman Family	IL	\$154,571	Secretary	\$66,424	\$69,631	2023
Great Is Thy Faithfulness Cogic	MN	\$133,094	Pastor	\$10,000	\$10,536	2023
Bethel Institute For Social Justice	MA	\$118,444	Cfo	\$20,412	\$19,558	2023
Gamboa Union Ministries	PA	\$170,755	V. Chairman/treasurer	\$3,600	\$3,828	2023
Kyle Winkler Ministries Inc	FL	\$112,567	President	\$54,000	\$52,539	2024
Mcfarlin Memorial Methodist Episcopal	OK	\$111,889	Successor Trustee	\$11,864	\$13,530	2024
Minn-iowa Christian Broadcasting	MN	\$180,278	Executive Di	\$21,580	\$21,515	2025
Arizona District Council Of The	AZ	\$106,715	Ceo Current	\$103,568	\$103,158	2024
The Genesis Foundation	CO	\$182,458	Treasurer	\$27,230	\$27,042	2024
The Lookout Coffee	TX	\$105,331	Executive Director	\$25,083	\$26,754	2023
United Methodist Volunteers In Miss	AL	\$187,916	Exec. Dir.	\$85,573	\$95,747	2024
Robert And Susan R Hurwitz Family	OH	\$99,500	Treasurer Thru 10/27/22	\$40,331	\$45,548	2023
Cricket Alley Ministries	KS	\$190,966	Executive Di	\$35,000	\$39,161	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kgm Support Corporation	MI	\$195,025	President &	\$31,457	\$33,628	2024
New Leaf Ministries Inc	ID	\$196,207	President	\$21,000	\$23,137	2024
Opoerwatch Inc	NY	\$198,953	Executive Directorboard Memb	\$42,000	\$40,468	2023
Union Foundation	OH	\$203,499	Board Member	\$8,075	\$8,858	2024
Scph Legacy Corporation	OH	\$207,055	President	\$36,750	\$40,313	2024
Mission First Alliance	TN	\$208,566	Executive Di	\$82,268	\$89,561	2024
Dental Community Fellowship	SC	\$209,226	Vice Preside	\$20,000	\$21,052	2025
Velvet Ashes Incorporated	PA	\$210,704	Executive Director	\$55,327	\$57,143	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 22 organizations. Compensation range \$3,828–\$103,158; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$144,179); for reference, expenses \$419,838 and assets \$2,173,018. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Naomi Sedek, reported title "*SECRETARY*", 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 8 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	77 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 (Naomi Sedek) 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 22 similarly situated organizations (Same NTEE sector (X11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,470 is reasonable (approximately the 5th 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.