

Eastern Shore Of Virginia Community Foundation

Executive Director / CEO

EIN 203651144

VA · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Monika Bridgforth, Executive Director / CEO** (\$25,083) against **every comparable organization** that fit the selection criteria — **217** 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

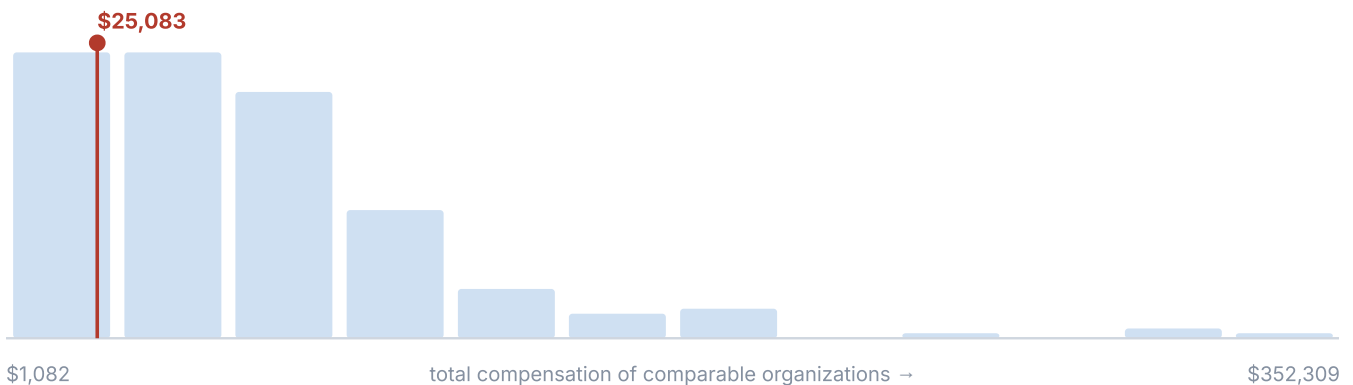
Benchmarked executive: Monika Bridgforth — reported title “Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$306,782 and \$686,827 — 0.67x to 1.50x the subject's \$457,885 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,030 10TH	\$26,087 25TH	\$55,458 MEDIAN	\$87,348 75TH	\$123,519 90TH	\$25,083 THIS ORG · 24TH
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



● 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
Rescue Her Inc	TX	\$457,182	Executive Director	\$45,000	\$46,620	2024
Golden Heart Fund	CA	\$456,623	Executive Director	\$170,000	\$152,034	2024
Family Community Resource Center	IL	\$456,093	Program Manager/ceo	\$75,126	\$78,753	2023
Kopernik Society Of Broome County	NY	\$455,686	Vp/exec. Dir.	\$55,349	\$53,330	2023
Women And Girls Fund Of	WI	\$460,365	Executive Di	\$95,621	\$103,427	2024
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$17,971	2023
Inspiring Communtiy Inc	WI	\$454,344	Managing Dir	\$12,000	\$13,362	2023
Minnesota Credit Union Foundation	MN	\$462,196	President	\$19,637	\$20,690	2023
Westview Foundation	SC	\$462,388	President	\$30,550	\$33,008	2024
Academics In Motion Inc	NJ	\$452,783	Executive Dir.	\$38,500	\$35,601	2024
Rcm Community Fund	WI	\$463,015	Secretary	\$21,475	\$22,629	2025
Crg Foundation Inc	CA	\$463,386	Director	\$28,362	\$25,365	2024
Impact Austin Foundation	TX	\$465,504	Executive Director	\$140,207	\$145,256	2024
Louisiana Hospitality Foundation	LA	\$449,965	Business Manager	\$28,442	\$32,436	2024
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$45,548	2023
Chicago Kids Company	IL	\$449,831	Executive Dir.	\$63,667	\$66,741	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$145,791	2024
The Bunim Fund	NY	\$449,595	Trustee	\$61,509	\$59,265	2023
The Childrens Foundation Of Astor	NY	\$448,665	Executive Vp	\$23,697	\$22,833	2023
Hbcu Career Development Marketplace Inc	MD	\$447,897	Executive Director	\$5,671	\$5,885	2022
Manna International Inc	RI	\$446,954	President	\$115,056	\$114,262	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$12,070	2024
The Livity Foundation Inc	SC	\$469,434	Executive Director	\$63,326	\$68,422	2024
Foundation For Women	CA	\$469,531	Board Trustee	\$18,006	\$16,103	2024
Grapevine-colleyville lsd	TX	\$442,825	Executive Dir.	\$82,500	\$85,471	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	217 organizations. Compensation range \$1,082–\$352,309; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$457,885); for reference, expenses \$388,291 and assets \$529,058.
ROLE MATCH	Monika Bridgforth, reported title " <i>Exec Dir</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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)	24 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	15 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 (Monika Bridgforth) 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 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,083 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.