

Bessie Green Community Inc

Executive Director / CEO

EIN 222269884

NJ · NTEE T90Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rosalba Zaremba, Executive Director / CEO** (\$56,538) against **every comparable organization** that fit the selection criteria — **816** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Rosalba Zaremba — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T90Z).
BUDGET	Total revenue between \$274,237 and \$613,963 — 0.67x to 1.50x the subject's \$409,309 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

816 organizations qualified on sector, size, and geography → **816** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,223	\$30,908	\$61,719	\$92,437	\$129,461	\$56,538
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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 NJ 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
Philanthropy Missouri	MO	\$409,262	Ceo	\$117,594	\$143,619	2023
Vandergrift Lacrosse Booster	TX	\$409,148	Program Director	\$30,000	\$32,745	2025
Progressive Technology Project Inc	TX	\$409,492	Executive Director	\$124,474	\$139,457	2024
United Way Of Southwest Minnesota	MN	\$409,767	Ceo	\$64,614	\$69,665	2025
Community Foundation Of Orange	CA	\$409,995	Executive Dir.	\$75,363	\$72,887	2024
Ybor City Chamber Of Commerce Inc	FL	\$408,535	President Ceo	\$55,000	\$56,378	2025
Jacobs Well Inc	IN	\$408,480	Director	\$14,000	\$16,536	2024
Talar Gooch Foundation Inc	OK	\$410,360	Director & Secr	\$72,903	\$89,911	2024
Thanksgiving Heroes Foundation	UT	\$410,440	—	\$78,000	\$92,054	2023
Cise - Sgo	OH	\$410,610	President	\$16,185	\$19,200	2024
St Philips On The Park Housing	NY	\$411,256	Maintenance	\$110,342	\$111,675	2024
Rehema Home Us Fundraising Inc	NY	\$407,357	Executive Director	\$43,042	\$43,562	2024
Fresh Start For All Nations	NE	\$407,228	Vice President	\$48,000	\$57,823	2024
Project Alive	FL	\$407,104	President	\$88,293	\$92,900	2024
12-31	TX	\$406,624	Executive Director	\$62,000	\$69,463	2024
Jewish Community Foundation Of Greater Prescott	AZ	\$412,204	Executive Director	\$30,000	\$31,482	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charities Review Council	MN	\$406,358	Executive Director	\$118,241	\$134,724	2023
Webster Arts	MO	\$412,408	Executive Director	\$53,680	\$63,679	2024
Ymca Foundation Of Mid-america	KS	\$405,761	Chief Executive Officer	\$37,063	\$44,846	2024
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$10,176	2023
American Jewish Medical Association	VA	\$405,355	Ceo	\$112,500	\$121,661	2024
Knoxville Hospital & Clinics Foundation	IA	\$405,175	Foundation Director	\$12,034	\$15,193	2023
Worldbuilders Inc	WI	\$404,915	Fmr Exec Dir	\$8,615	\$10,374	2023
Downtown Boulder Community Initiatives	CO	\$404,871	Ceo	\$166,294	\$178,594	2024
Foundation For Christian Schools	MT	\$404,628	Director	\$48,000	\$59,663	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 816 organizations. Compensation range \$23–\$1,889,676; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$409,309); for reference, expenses \$276,566 and assets \$261,555.

ROLE MATCH	Rosalba Zaremba, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	45 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	27 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 (Rosalba Zaremba) 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 816 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,538 is reasonable (approximately the 45th 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.