

Sussex Seniors Urban Renewal Affordable

Executive Director / CEO

EIN 223268259
 NJ · NTEE P20Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mark Valli, Executive Director / CEO** (\$35,878) against **every comparable organization** that fit the selection criteria — **405** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

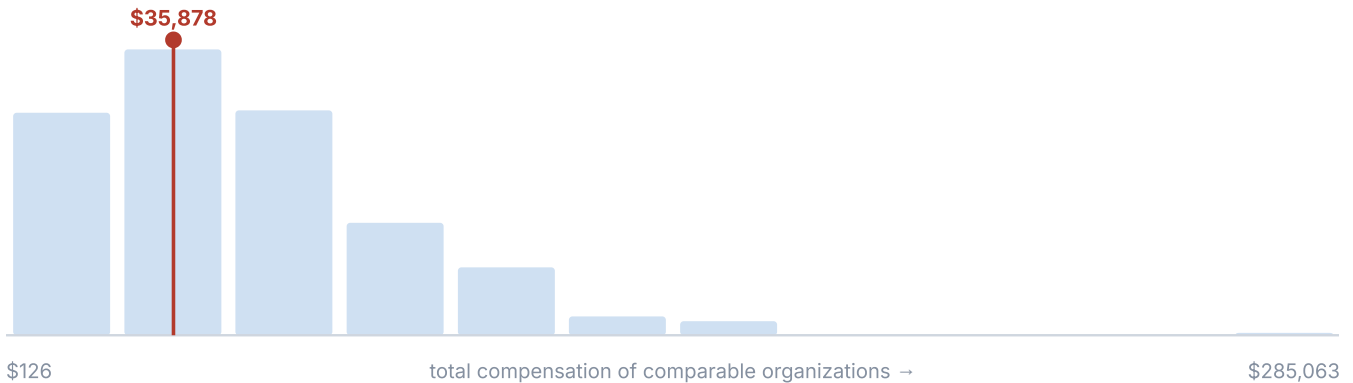
Benchmarked executive: Mark Valli — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$99,276 and \$222,261 — 0.67x to 1.50x the subject's \$148,174 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

405 organizations qualified on sector, size, and geography → **405** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,677	\$24,786	\$44,807	\$68,842	\$97,287	\$35,878
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 39TH
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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
Oceania Northwest	WA	\$147,892	Member	\$5,100	\$5,114	2024
A Giving Heart Project	NC	\$148,649	Executive Director	\$27,000	\$31,247	2024
Latina Sisters Support Inc	NY	\$147,591	Founder	\$25,400	\$26,466	2023
Fathers Families Healthy Communities	IL	\$147,438	Executive Director	\$108,333	\$119,287	2024
Crozierlife Inc	IN	\$147,137	Executive Di	\$36,000	\$42,521	2024
Institute For Healing Of Memories - North America	NY	\$147,061	Executive Director	\$99,226	\$103,391	2023
Mission Rebirth Inc	LA	\$149,309	Founder Executive Director	\$39,200	\$48,345	2024
Overdose Crisis Response Fund	IL	\$146,980	Board President	\$88,074	\$96,979	2024
Caring And Sharing Inc	SC	\$149,701	Exec. Director	\$20,139	\$24,227	2023
Generosity-global Incorporated	MD	\$149,729	Founder / Ceo	\$18,500	\$19,943	2023
Legacy Minded Men	FL	\$146,361	Executive Director	\$90,000	\$97,492	2023
Luther Village Iv Of Dover Inc	DE	\$150,000	Executive Director	\$5,511	\$5,888	2025
United Way Of Chester County In	SC	\$150,087	Executive Director	\$51,656	\$60,358	2024
Associated Catholic Charities	NY	\$146,074	Executive Director As Of 06/2024	\$36,715	\$37,159	2024
Dallas Kids First	TX	\$150,321	Director, Bo	\$59,601	\$68,747	2023
Us Institute Against	FL	\$150,378	President	\$141,890	\$153,703	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chinese Health And Wellness Center Inc	AZ	\$145,669	Program Coordinator	\$29,522	\$32,739	2023
Stillwater Ranch Inc	CO	\$145,667	Executive Dir.	\$52,203	\$56,064	2024
Vermont Interfaith Action Inc	VT	\$145,233	Executive Di	\$74,353	\$86,296	2023
Mama Hope Inc	NY	\$145,212	Secretary	\$18,100	\$18,319	2024
Power House Recovery Center	TX	\$151,253	Dir Treasurer	\$29,389	\$33,899	2023
Aspire Health Partners Foundation Inc	FL	\$144,750	President/ceo	\$37,346	\$40,455	2023
Mattole Valley Resource Center	CA	\$151,615	Executive Dir.	\$30,058	\$28,321	2025
Compelled Ones	AZ	\$144,117	President	\$44,000	\$47,395	2024
The River Fund Maine	ME	\$152,458	Executive Director	\$75,000	\$84,114	2024

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	405 organizations. Compensation range \$126–\$285,063; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$148,174); for reference, expenses \$161,597 and assets \$407,640.
ROLE MATCH	Mark Valli, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 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	39 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Mark Valli) 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 405 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,878 is reasonable (approximately the 39th 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.