

New Jersey Advocates For Aging Well Inc

Executive Director / CEO

EIN 223569599

NJ · NTEE R25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Rowe Drph, Executive Director / CEO** (\$95,785) against **every comparable organization** that fit the selection criteria — **400** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Cathy Rowe Drph — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

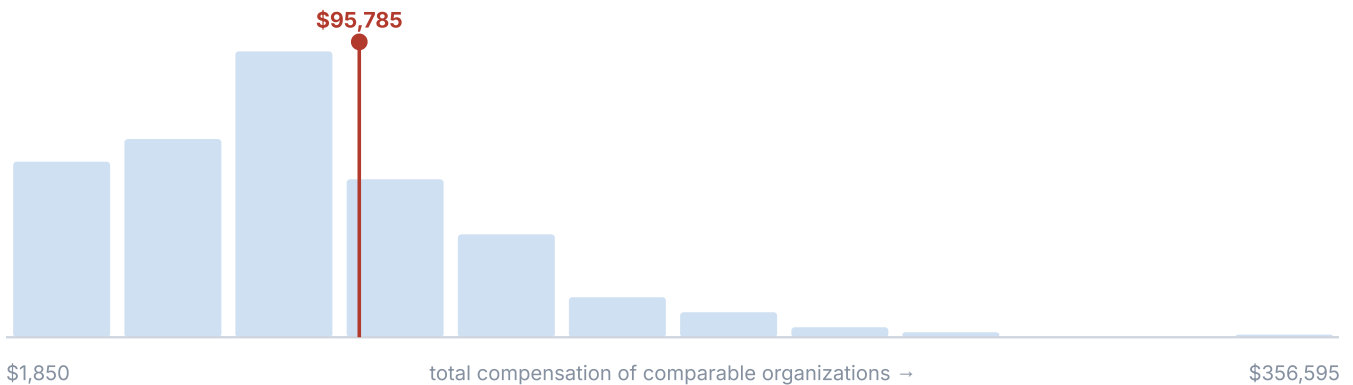
SECTOR Organizations sharing the subject's NTEE classification (R25).

BUDGET Total revenue between \$250,087 and \$559,897 — 0.67x to 1.50x the subject's \$373,265 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

400 organizations qualified on sector, size, and geography → **400** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,034	\$43,767	\$76,570	\$105,649	\$140,412	\$95,785
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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
Montana Two Spirit Society	MT	\$373,292	Executive Director	\$24,820	\$29,966	2024
Utah Ranked Choice Voting	UT	\$373,563	Executive Dir.	\$102,810	\$121,334	2023
Modern Military Association Of America	DC	\$372,502	Executive Dir.	\$168,747	\$165,853	2024
Cincinnati Right To Life Educational	OH	\$372,490	Exec. Director	\$61,254	\$72,664	2024
The Signals Network Inc	CA	\$372,361	Executive Director	\$100,266	\$96,971	2024
Black Queer Town Hall	CA	\$372,204	Chair	\$5,000	\$4,979	2023
Filipino Migrant Center	CA	\$371,775	Exec Director	\$101,185	\$97,860	2024
The Equality Alliance	TX	\$375,216	Executive Director	\$65,414	\$75,452	2023
New York Jewish Agenda Inc	NY	\$375,561	Executive Director	\$137,680	\$139,343	2024
Change Illinois	IL	\$369,571	Executive Director	\$127,880	\$137,181	2025
Lead Filipino	CA	\$377,114	Executive Dir.	\$50,452	\$48,794	2024
1848 Project Inc	WI	\$378,794	President	\$157,000	\$183,644	2024
Abortion Survivors Network Inc	MO	\$379,252	Ceo Non-voting Board Member	\$77,000	\$91,343	2024
Constitutional Rights Foundation Of	CA	\$379,628	Executive Director	\$64,266	\$62,154	2024
Chelan- Douglas County Casagal	WA	\$380,005	Executive Dir.	\$75,450	\$75,658	2024
Florida Policy Project Inc	FL	\$366,341	Executive Di	\$52,500	\$56,871	2023
Progress Mo	MO	\$380,637	Executive Di	\$55,254	\$65,546	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Este Poder	TX	\$380,909	Executive Dir.	\$70,929	\$79,467	2024
Oregon Donor Alliance	OR	\$365,500	Executive Director	\$116,089	\$120,746	2024
Children's Advocacy Center Of The Big Bend Inc	TX	\$365,005	Ceo	\$84,636	\$94,824	2024
Flourish Collective	CA	\$363,704	Ceo	\$158,990	\$153,766	2024
Diaspora Alliance Inc	NY	\$363,412	President	\$15,000	\$15,181	2024
Girl Plus Environment Corporation	GA	\$362,679	Executive Director	\$83,076	\$91,146	2025
Election Reformers Network Inc	MD	\$383,901	Executive Director	\$160,775	\$173,323	2023
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$29,871	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	400 organizations. Compensation range \$1,850–\$356,595; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$373,265); for reference, expenses \$242,980 and assets \$342,997.
ROLE MATCH	Cathy Rowe Drph, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	70 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	63 rd

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 (Cathy Rowe Drph) 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 400 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,785 is reasonable (approximately the 70th 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.