

# Association For The Development Of Human Potential Inc

Executive Director / CEO

EIN 237081193

WA · NTEE P500

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Brown, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **301** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Janet Brown — reported title “Treasurer”, 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 (P500).

**BUDGET** Total revenue between \$37,223 and \$83,337 — 0.67x to 1.50x the subject's \$55,558 (the band tightens as size grows).

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

**301** organizations qualified on sector, size, and geography → **301** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$5,752</b> 10TH	<b>\$13,525</b> 25TH	<b>\$26,293</b> MEDIAN	<b>\$47,381</b> 75TH	<b>\$74,538</b> 90TH	<b>\$12,000</b> THIS ORG · 23RD
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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 WA 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
<a href="#">Age Wise Colorado Inc</a>	CO	\$55,684	Executive Director	\$10,250	<b>\$11,302</b>	2023
<a href="#">Senior Health Foundation</a>	NE	\$55,915	President Ceo	\$19,321	<b>\$23,897</b>	2023
<a href="#">Rising Above Bakery Inc</a>	NJ	\$55,927	President	\$67,750	<b>\$67,563</b>	2024
<a href="#">Aviation Family Fund Inc</a>	NC	\$55,967	Treasurer	\$10,000	<b>\$11,881</b>	2023
<a href="#">Highlawn Community Alliance Inc</a>	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	<b>\$46,762</b>	2024
<a href="#">New Each Morning</a>	OR	\$56,206	Executive Di	\$8,800	<b>\$9,128</b>	2024
<a href="#">Lifespan Of Greater Rochester</a>	NY	\$56,291	President/ceo	\$56,826	<b>\$57,354</b>	2024
<a href="#">Loaves &amp; Fishes Warming Center</a>	NY	\$56,416	Vice President / Director Of Operations	\$30,417	<b>\$31,606</b>	2023
<a href="#">Help The Homeless Inc</a>	NE	\$54,573	President/ceo	\$45,022	<b>\$54,086</b>	2024
<a href="#">Kelly Apartments Inc</a>	MN	\$53,979	Chief Executive Officer	\$8,191	<b>\$9,307</b>	2023
<a href="#">Ex-muslims Of North America</a>	VA	\$57,311	President/secretary	\$484	<b>\$522</b>	2024
<a href="#">Help By Phone Ltd</a>	MD	\$57,470	Treasurer	\$10,800	<b>\$11,611</b>	2023
<a href="#">The Real Love Company Inc</a>	GA	\$53,599	Key Employee	\$30,500	<b>\$34,253</b>	2024
<a href="#">Passavant Memorial Homes I Inc</a>	PA	\$57,554	Ceo & President	\$36,502	<b>\$40,658</b>	2024
<a href="#">Conversations To Remember</a>	NJ	\$53,528	Executive Director	\$60,000	<b>\$59,835</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Htedc Arts And Education Association</a>	AZ	\$57,667	Chief Executive Officer	\$400	<b>\$443</b>	2023
<a href="#">Bay Cove Orchardfield Residence Inc</a>	MA	\$53,403	President/ceo	\$14,439	<b>\$14,920</b>	2023
<a href="#">Garrison House</a>	CA	\$57,717	Executive Director	\$14,220	<b>\$14,120</b>	2023
<a href="#">Hospice Of The Highland Rim</a>	TN	\$57,876	Secretary/tr	\$16,468	<b>\$19,905</b>	2023
<a href="#">The Home Place</a>	ND	\$53,187	Ceo	\$23,150	<b>\$29,214</b>	2023
<a href="#">The Abbey Inc</a>	CO	\$57,930	Secr/exec Dir	\$25,200	<b>\$26,293</b>	2025
<a href="#">Life Enrichment Trust Of New Jersey Inc</a>	PA	\$53,075	Ceo & President	\$36,502	<b>\$40,658</b>	2024
<a href="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$33,151</b>	2023
<a href="#">Connecticut Counseling Centers Fund Inc</a>	CT	\$52,807	Executive Director And Pre	\$57,005	<b>\$59,699</b>	2024
<a href="#">Nami Acs Aka Nami Alameda County South</a>	CA	\$52,731	Executive Director	\$64,480	<b>\$62,189</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **301** organizations. Compensation range \$2–\$304,502; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$55,558); for reference, expenses \$72,448 and assets \$359,150.

ROLE MATCH	Janet Brown, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	102 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	17 <sup>th</sup>

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 (Janet Brown) 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 301 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 23<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.