

# Durham Congregations In Action

Executive Director / CEO

EIN 237208424  
 NC · NTEE P120  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Breana Van Velzen, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

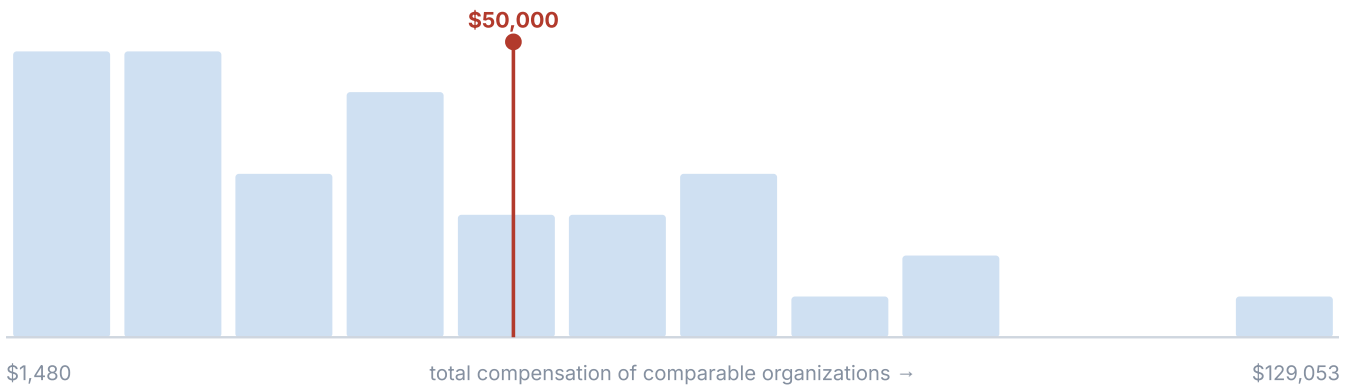
**Benchmarked executive:** Breana Van Velzen — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P120).
BUDGET	Total revenue between \$139,619 and \$312,580 — 0.67x to 1.50x the subject's \$208,387 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

**38** organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,558	\$16,191	\$35,425	\$58,621	\$75,279	\$50,000
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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 NC 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="#">Upstate Caring Partners Holding</a>	NY	\$211,594	Executive Director	\$18,246	<b>\$15,957</b>	2024
<a href="#">Friends Of The Palapa Society Of Todos Santos Inc</a>	CA	\$204,222	Secretary	\$7,050	<b>\$5,892</b>	2024
<a href="#">Our Daily Bread Christian Food Ministry Inc</a>	NC	\$212,753	Director	\$35,000	<b>\$40,515</b>	2021
<a href="#">Eagles Aerie 2171 Charity Fund Inc</a>	OH	\$203,294	Secretary	\$6,000	<b>\$6,332</b>	2023
<a href="#">The Chris Hondros Fund</a>	NY	\$214,558	President	\$68,000	<b>\$59,468</b>	2024
<a href="#">United Way Of Richmond County Inc</a>	NC	\$216,528	Executive Director	\$64,624	<b>\$66,533</b>	2023
<a href="#">Tlc Charities Foundation Inc</a>	KS	\$221,007	Trustee	\$19,831	<b>\$21,347</b>	2023
<a href="#">Episcopal Communities Foundation</a>	AL	\$227,771	Executive Director	\$13,829	<b>\$14,459</b>	2024
<a href="#">The Center For Family Support Foundation Inc</a>	NY	\$227,943	Ceo Thru Jan. 2024	\$41,094	<b>\$35,938</b>	2024
<a href="#">Childrens Global Alliance</a>	CO	\$228,096	Executive Di	\$12,000	<b>\$11,136</b>	2024
<a href="#">Lutheran Family Services Foundation Inc</a>	NE	\$188,050	Secretary/pres & Ceo - Lfs	\$36,060	<b>\$37,536</b>	2024
<a href="#">La La Land Foundation Inc</a>	NJ	\$240,947	Director	\$75,750	<b>\$65,455</b>	2024
<a href="#">The Angel Band Project</a>	MO	\$241,104	Executive Director	\$64,423	<b>\$67,988</b>	2023
<a href="#">Digital Business Research Corp</a>	NY	\$242,500	President	\$143,333	<b>\$129,053</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Shanti Childrens Foundation</a>	CO	\$173,147	President And Treasurer	\$33,000	<b>\$31,529</b>	2023
<a href="#">Always Endure</a>	TN	\$243,818	President/executive Director	\$60,000	<b>\$61,038</b>	2024
<a href="#">Tarahumara Childrens Hospital Fund</a>	OR	\$167,860	Executive Director	\$10,280	<b>\$9,512</b>	2023
<a href="#">Gp Made Foundation Inc</a>	MO	\$251,724	Executive Director	\$34,175	<b>\$36,066</b>	2023
<a href="#">Olive Osmond Hearing Fund Inc</a>	UT	\$251,897	Ceo	\$18,000	<b>\$17,829</b>	2024
<a href="#">Symons Family Fund</a>	CA	\$161,936	Ceo	\$21,560	<b>\$18,550</b>	2023
<a href="#">Yoga Gives Back</a>	CA	\$257,095	Executive Dir.	\$61,508	<b>\$52,921</b>	2023
<a href="#">Heels To Heal Inc</a>	FL	\$158,329	Executive Director	\$38,400	<b>\$34,912</b>	2024
<a href="#">The Brandon Tolson Foundation Inc</a>	MD	\$258,987	Executive Dir.	\$30,000	<b>\$27,144</b>	2024
<a href="#">918 Fully Involved</a>	OK	\$157,586	Director	\$5,000	<b>\$5,486</b>	2023
<a href="#">Friends Of Ruwenzori Foundation</a>	CA	\$261,956	Executive Di	\$55,800	<b>\$46,632</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **38** organizations. Compensation range \$1,480–\$129,053; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$208,387); for reference, expenses \$239,478 and assets \$129,797.
ROLE MATCH	Breana Van Velzen, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Breana Van Velzen) 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 38 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 66<sup>th</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.