

The Annesley Association Of Senior

Executive Director / CEO

EIN 251823932
 PA · NTEE X022
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Brian Nageotte, Executive Director / CEO** (\$10,380) against **every comparable organization** that fit the selection criteria — **557** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Brian Nageotte — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X022).
BUDGET	Total revenue between \$81,171 and \$181,726 — 0.67x to 1.50x the subject's \$121,151 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

557 organizations qualified on sector, size, and geography → **557** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,400	\$18,333	\$34,636	\$58,415	\$87,425	\$10,380
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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 PA 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
Charis Foundation For New Monasticism & Interspirituality	NM	\$121,147	President, Director Of Keating-schachter Center	\$50,800	\$54,790	2024
Community Church Of Praise	SC	\$121,024	Pastor	\$34,485	\$38,664	2022
Harvest Home Farmsinc	WI	\$121,598	Treasurer	\$34,792	\$37,513	2023
Kevin Derryberry Ministries Inc	AL	\$121,704	President	\$33,000	\$35,750	2024
Christ The Reconciler Inc	TX	\$121,769	President	\$16,500	\$16,551	2024
Smc Bookshop Inc	OH	\$121,949	Manager, Retail Sales	\$9,151	\$9,469	2025
This Redeemed Life	TX	\$120,165	President	\$33,815	\$33,919	2024
Chris Miller Ministries Inc	TN	\$122,300	President	\$43,200	\$45,535	2024
Living Loved Project	CO	\$122,365	President	\$54,000	\$51,923	2024
Share Ministries Inc	TX	\$122,374	Executive Director	\$9,600	\$9,630	2024
Harvest Mission Brazil Incorporated	AL	\$122,556	Member	\$93,693	\$101,501	2024
The Legacy Fund For Outreach Community	IL	\$122,677	Executive Director	\$12,192	\$12,019	2024
Phat An Temple Inc	FL	\$119,517	President	\$17,200	\$16,203	2024
Women's Circle Inc	FL	\$119,472	Director	\$72,000	\$69,830	2023
Mt Zion Pentecostal Churches Of God	NJ	\$119,356	President	\$28,600	\$27,443	2022
Kingdom Strategies International	CA	\$119,229	President And Executive Director	\$52,000	\$45,027	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reaching International	TX	\$119,195	President/director	\$50,004	\$50,158	2024
Metro Ministries Of Fort Worth	TX	\$123,383	Executive Director	\$22,656	\$22,726	2024
Disciples Of The Way	TX	\$123,448	Office Coordinator	\$30,551	\$30,645	2024
Agape Help Center Inc	WI	\$123,645	Director	\$45,000	\$48,519	2023
Windows To The Divine	CO	\$123,746	President	\$36,000	\$35,638	2023
Congregacion Maranatha Inc	MA	\$118,535	President	\$6,000	\$5,407	2024
Bethel Institute For Social Justice	MA	\$118,444	Cfo	\$20,412	\$18,937	2023
Shalam Ministries Ltd	MO	\$118,306	President And Director	\$26,220	\$27,848	2024
Sylvan Nook Church Of Christ	IN	\$118,134	Secretary And Minister	\$65,385	\$71,186	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 557 organizations. Compensation range \$1–\$474,588; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$121,151); for reference, expenses \$241,287 and assets \$1,820,940. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Brian Nageotte, reported title "*PRESIDENT*", 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 23 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Brian Nageotte) 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 10, 2026, comparing compensation against 557 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,380 is reasonable (approximately the 15th 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 10, 2026.