

The Sumner Station Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Charles Raudenbush, Executive Director / CEO** (\$135,147) against **every comparable organization** that fit the selection criteria — **202** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

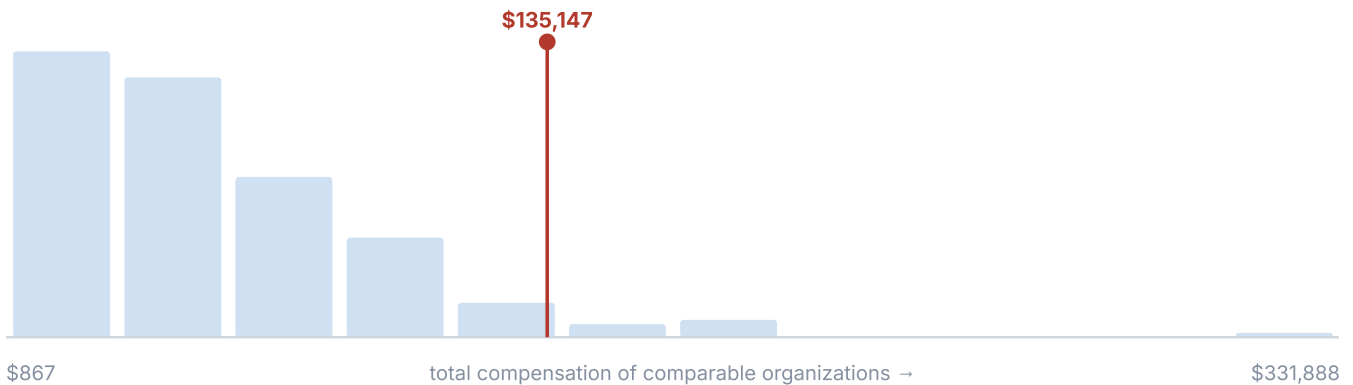
Benchmarked executive: Charles Raudenbush — reported title “PRESIDENT & TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$160,809 and \$360,021 — 0.67x to 1.50x the subject's \$240,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

202 organizations qualified on sector, size, and geography → **202** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,702	\$23,696	\$43,057	\$71,035	\$105,885	\$135,147
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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
Velocity Entrepreneurial Drive	CA	\$239,741	Executive Di	\$110,000	\$109,528	2023
The Jadyn Fred Fund	MT	\$240,925	Executive Director	\$26,532	\$32,979	2023
Ted Lindsay Foundation	MI	\$242,028	President	\$24,000	\$27,745	2024
70x7 Foundation Inc	GA	\$242,895	Executive Dir.	\$51,667	\$58,185	2024
Amphibian Ark	MN	\$236,334	Program Officer	\$58,711	\$64,976	2024
Blaze Credit Union Foundation	MN	\$244,151	Ceo - Credit Union	\$47,218	\$52,257	2024
Biletnikoff Foundation	CA	\$244,689	Executive Direc	\$73,500	\$71,085	2024
Illinois Counseling Association Foundation	IL	\$235,273	Executive Director	\$64,375	\$70,884	2024
Sfi Foundation Inc	PA	\$234,767	President/ceo	\$31,382	\$35,051	2024
Light Of Life Performing Arts	PA	\$245,294	Board Chair	\$30,105	\$33,625	2024
Saving Grace K9s	NC	\$245,382	Director	\$24,000	\$28,595	2023
My Brother's Keeper International	TN	\$234,449	President	\$35,627	\$43,182	2023
South Carolina Federal Credit Union	SC	\$246,692	Executive Director	\$58,801	\$70,736	2023
Building Blocks Foundation	OH	\$233,269	Executive Director	\$39,134	\$46,424	2024
First Responders 1st	NC	\$233,020	Executive Director	\$120,708	\$139,693	2024
Full Circle Fund	CA	\$232,350	Executive Dir.	\$54,687	\$54,452	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Infinite Family	NY	\$232,148	President And Ceo	\$87,921	\$91,612	2023
The Woody Foundation Inc	FL	\$248,584	Vice President	\$28,498	\$29,985	2024
Freedom Project Network	MS	\$231,398	Executive Director	\$39,230	\$48,936	2024
Tibetan Children's Education Foundation	MT	\$249,530	Executive Director	\$48,000	\$59,663	2023
Hamblen County Foundation For	TN	\$230,307	Executive Director	\$30,000	\$35,319	2024
Creating Caring Communities	CA	\$229,516	Executive Director	\$22,953	\$22,199	2024
Chatham Education Foundation	NC	\$251,114	Executive Director	\$48,410	\$57,679	2023
Water282	AL	\$252,689	Ceo	\$50,833	\$61,508	2024
Edgerton Hospital Capital	WI	\$253,430	President	\$40,827	\$47,756	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	202 organizations. Compensation range \$867–\$331,888; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$240,014); for reference, expenses \$160,111 and assets \$616,268.
ROLE MATCH	Charles Raudenbush, reported title " <i>PRESIDENT & TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	95 th
Total compensation (D + F), as reported (no adjustments)	97 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 (Charles Raudenbush) 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 202 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$135,147 is reasonable (approximately the 95th 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.