

Suffolk Ahrc Foundation Inc

Executive Director / CEO

EIN 263876547

NY · NTEE F117

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Fu, Executive Director / CEO** (\$176,820) against **every comparable organization** that fit the selection criteria — **834** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

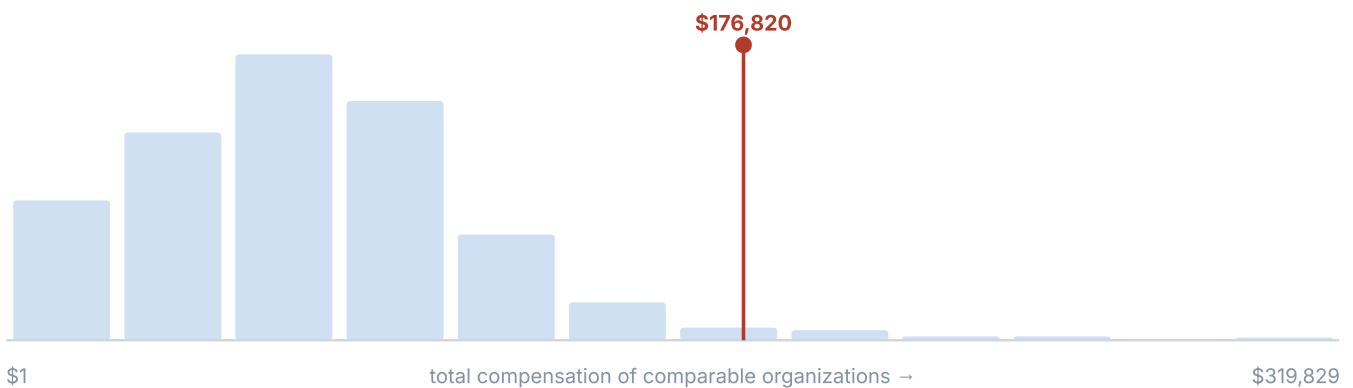
Benchmarked executive: Mary Fu — reported title “CHIEF ADVANCEMENT OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F117).
BUDGET	Total revenue between \$274,931 and \$615,517 — 0.67x to 1.50x the subject's \$410,345 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

834 organizations qualified on sector, size, and geography → **834** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,573	\$42,079	\$69,911	\$94,146	\$123,459	\$176,820
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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 NY 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
Alcoholics Anonymous Cleveland Dist	OH	\$411,140	Secretary/tr	\$72,200	\$87,127	2023
Kids Interdisciplinary Services Inc	NC	\$411,345	Executive Director	\$77,334	\$91,040	2023
Christian Counseling Center	CT	\$409,305	President	\$85,907	\$89,138	2024
Louisville Recovery Community Connections Inc	KY	\$409,278	Executive Director	\$70,000	\$83,227	2024
Empowerment Systems Inc	AZ	\$409,198	Ceo	\$137,441	\$150,598	2023
Arch Street Center Inc	PA	\$411,582	Exec Directo	\$17,236	\$19,583	2023
Childrens Grief Center Of El Paso	TX	\$411,640	Executive Director	\$115,414	\$127,763	2024
The Shepherd's Way Christian Ministries Inc	IN	\$411,659	Executive Director	\$22,608	\$27,164	2023
Taylor Wellness Center Inc	MD	\$408,929	President Ceo	\$95,000	\$101,192	2023
Treatment Communities Of America	DC	\$408,833	Executive Di	\$137,500	\$133,529	2024
Teuby Continued	MN	\$408,550	Founder/executive Director	\$28,880	\$32,513	2023
Live Free Ministries	NJ	\$412,147	Ceo Executive Director	\$84,522	\$83,513	2024
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$59,029	2023
Wholeness To Freedom Ministries Inc	FL	\$412,452	President	\$19,664	\$21,047	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Alliance Of Mental Illness	PA	\$412,570	Executive Director	\$84,503	\$93,257	2024
Sower Organization	IL	\$412,590	President	\$110,750	\$120,492	2024
Community Prevention Services Inc	NC	\$412,682	President	\$49,999	\$58,861	2023
Victory Family Outreach Ministries	TX	\$407,627	Trustee	\$24,339	\$27,739	2023
Edna's Circle	IL	\$407,363	Executive Director	\$21,340	\$23,217	2024
Care Counselors Incorporated	CA	\$407,349	Director, President	\$94,948	\$93,412	2023
Verity Inc	FL	\$413,652	Executive Director	\$60,008	\$62,385	2024
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$33,543	2024
Alcohol & Addictions Resource	IN	\$406,834	Executive Di	\$60,000	\$70,022	2024
Community Resources United To Stop	IA	\$406,780	Executive Director	\$67,664	\$81,989	2024
National African American Drug Policy Coalition	DC	\$406,210	Secretary/treasurer	\$72,000	\$69,921	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **834** organizations. Compensation range \$1–\$319,829; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$410,345); for reference, expenses \$570,701 and assets \$2,475,385.
ROLE MATCH	Mary Fu, reported title " <i>CHIEF ADVANCEMENT OFFICER</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	55 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	93 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 (Mary Fu) 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 834 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$176,820 is reasonable (approximately the 98th 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.