

Philanthropy Delaware

Executive Director / CEO

EIN 272529635

DE · NTEE T19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tynetta Brown, Executive Director / CEO** (\$140,200) against **every comparable organization** that fit the selection criteria — **575** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Tynetta Brown — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

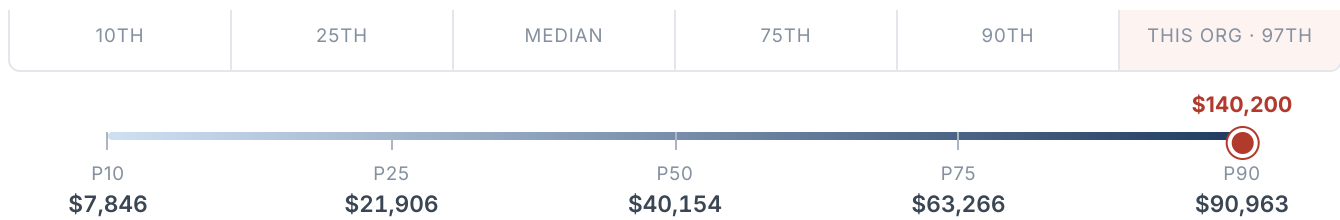
SECTOR	Organizations sharing the subject's NTEE classification (T19).
BUDGET	Total revenue between \$123,677 and \$276,889 — 0.67x to 1.50x the subject's \$184,593 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

575 organizations qualified on sector, size, and geography → **575** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,846	\$21,906	\$40,154	\$63,266	\$90,963	\$140,200
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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 DE 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
The Fatherhood Commission Inc	AL	\$184,615	Executive Di	\$72,000	\$81,787	2023
Eaton Rapids Medical Center Foundation	MI	\$184,658	President	\$19,871	\$21,566	2023
The Maqasid Institute	TN	\$185,144	President	\$84,716	\$90,944	2024
Bgccf Nmtc Inc	FL	\$184,000	President/ceo (Thru 08/2023)	\$37,813	\$36,279	2024
Bay Area Chamber Foundation Inc	FL	\$185,200	President/ceo	\$35,289	\$33,857	2024
The Care Collaborative Inc	MA	\$185,282	Executive Director	\$25,904	\$23,773	2024
Swfl Children's Charities Inc	FL	\$183,837	Executive Director	\$105,385	\$104,095	2023
Ssm Health At Home Foundation Of	WI	\$183,658	President-post Acute	\$219,796	\$234,433	2024
Retired Senior Volunteer Program Of Daviess Co In Inc	IN	\$183,633	Executive Director	\$54,000	\$59,876	2023
Cars For Neighbors Inc	MN	\$183,526	Philanthropi	\$32,367	\$33,628	2023
Gleaners Of South Lake County Inc	IN	\$185,696	Dir/treas.	\$17,865	\$19,809	2023
Eden Incorporated	IL	\$185,739	Intl Director	\$42,600	\$42,772	2024
Continental Divide Color Guard Circuit	CO	\$185,947	Treasurer	\$1,000	\$979	2024
Tony Laudadio Foundation	TX	\$186,253	Executive Director	\$9,000	\$9,194	2024
Isaiah House Inc	CA	\$182,904	President	\$7,700	\$6,991	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ann Arbor Spark Foundation	MI	\$182,887	President & Ceo	\$42,697	\$45,009	2024
The Community Foundation For St	CT	\$186,361	Director	\$2,083	\$1,995	2024
United Way Of Rockingham County	NC	\$186,647	Executive Di	\$77,112	\$81,373	2024
Texas Nursery And Landscape Association Foundation	TX	\$182,483	Executive Director	\$17,738	\$18,121	2024
United Way Of Western Crawford County	PA	\$186,732	Executive Director	\$66,950	\$68,186	2024
Community Foundation Realty Inc	LA	\$186,777	President/director	\$75,968	\$85,432	2024
Anchorage Concert Foundation Inc	AK	\$181,741	Aca - Executive Director	\$10,867	\$10,924	2023
United Way Of Dodge City Inc	KS	\$187,579	Executive Director	\$52,530	\$57,958	2024
Jamestown United Way	ND	\$187,625	Executive Director	\$23,850	\$26,730	2024
Pennsylvania Hunt Cup Committee	PA	\$187,672	Race Directo	\$31,000	\$30,759	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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 **575** organizations. Compensation range \$101–\$764,759; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$184,593); for reference, expenses \$437,312 and assets \$227,981. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tynetta Brown, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	72 nd

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 (Tynetta 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 575 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,200 is reasonable (approximately the 97th 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.