

Redside Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Daniel Brown, Executive Director / CEO** (\$66,374) against **every comparable organization** that fit the selection criteria — **531** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Brown — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

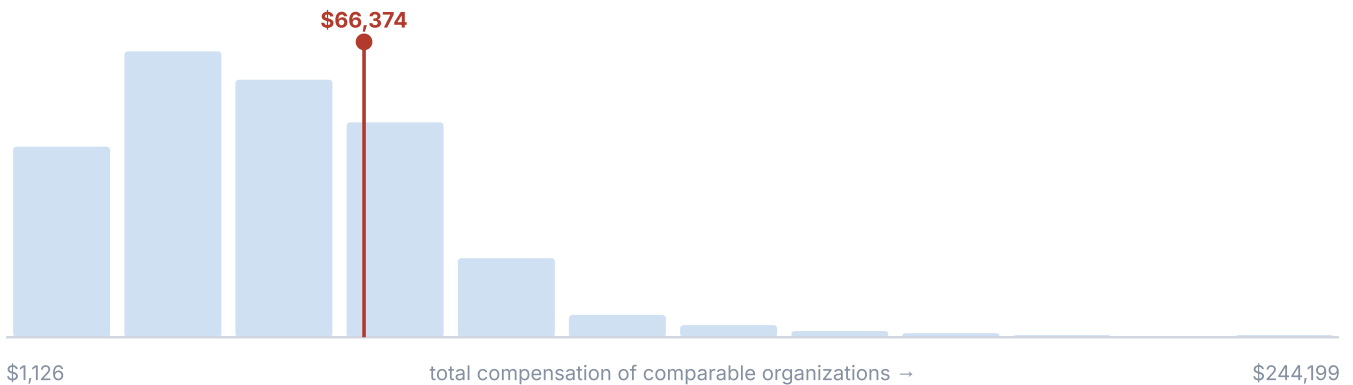
SECTOR Organizations sharing the subject's NTEE classification (F40).

BUDGET Total revenue between \$144,989 and \$324,603 — 0.67x to 1.50x the subject's \$216,402 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

531 organizations qualified on sector, size, and geography → **531** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,937	\$27,302	\$45,328	\$66,832	\$87,610	\$66,374
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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 ID 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
Addictions Care Foundation	NY	\$216,331	Trustee/chief Exec. Dir.	\$14,350	\$12,189	2024
Gateway House Inc	OH	\$215,484	Executive Director (From 6/22)	\$63,312	\$64,898	2023
Love People Not Pixels Inc	TX	\$217,423	President	\$35,000	\$33,884	2023
Teens4teens Help	CA	\$215,165	Co-founder	\$72,000	\$58,444	2024
Cornerstone Softball Inc	CA	\$217,735	Executive Director	\$3,850	\$3,618	2021
Life Change Centers	TX	\$215,002	President	\$15,461	\$14,538	2024
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$55,957	2024
Impactful Changes Inc	MD	\$214,869	Ceo	\$25,000	\$21,971	2024
Pennsylvania Association Of Psychiatric	PA	\$214,452	Executive Director	\$74,542	\$69,878	2024
Cwc Alliance Inc	GA	\$214,173	Coo	\$43,895	\$41,489	2024
Centerpeace Inc	TX	\$218,839	Executive Di	\$21,000	\$19,747	2024
Vibrant Lives Of Montana	MT	\$219,037	Therapist	\$44,522	\$46,447	2023
Nami Lowcountry	SC	\$219,077	Executive Di	\$62,000	\$62,598	2023
Grace House Norcal	CA	\$219,187	Director	\$41,800	\$34,932	2023
Baptist Counseling Center	NC	\$213,339	Executive Direc	\$100,298	\$97,420	2024
The West Georgia Prevention & Advocacy	GA	\$213,299	Executive Dir.	\$65,000	\$61,437	2024
Brothers On A Road Less Traveled Inc	VA	\$219,548	Executive Director	\$74,571	\$69,684	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
All Eagles Oscar Foundation	TX	\$213,057	President	\$62,500	\$58,771	2024
Blue Mountain Health Cooperative	WA	\$219,923	Executive Dir.	\$71,160	\$59,890	2024
The Mcclean Fletcher Center Inc	MS	\$212,869	Executive Director	\$51,827	\$52,862	2025
Bravehearts Inc	GA	\$212,750	Board Chair, Co-ceo	\$64,625	\$62,887	2023
Suffer Out Loud	MT	\$220,146	Executive Dir.	\$10,825	\$10,969	2024
A Place Of Comfort Inc	CA	\$220,156	Executive Dir.	\$75,500	\$63,095	2023
Tobiah Life Center	NJ	\$220,249	President	\$23,305	\$20,137	2023
Nami Lorain County	OH	\$212,543	Executive Director	\$64,346	\$64,066	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	531 organizations. Compensation range \$1,126–\$244,199; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$216,402); for reference, expenses \$235,261 and assets \$154,214.
ROLE MATCH	Daniel Brown, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	75 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	69 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 (Daniel 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 531 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,374 is reasonable (approximately the 75th 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.