

Zuckerman Klein Family Support

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dorothy Benyas, Executive Director / CEO** (\$26,189) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Dorothy Benyas — reported title "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

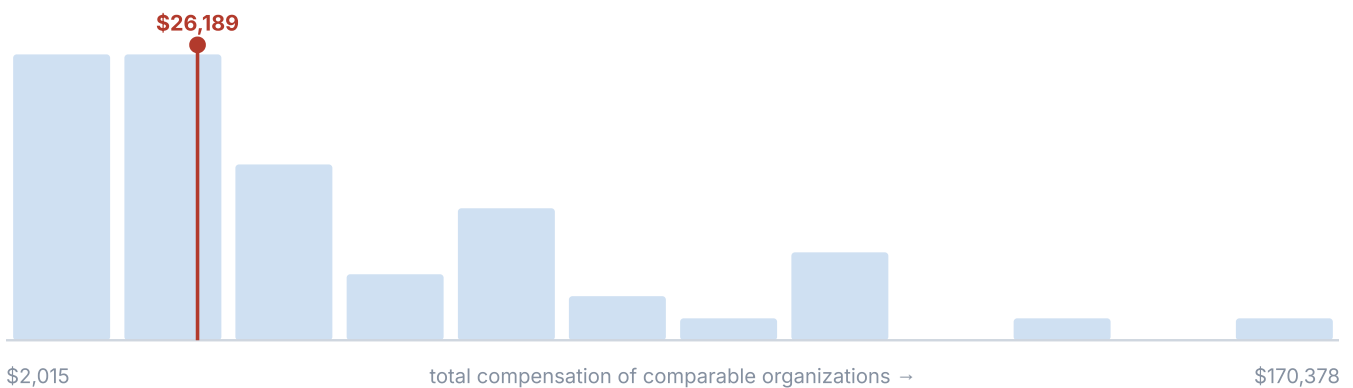
SECTOR Organizations sharing the subject's NTEE classification (T11).

BUDGET Total revenue between \$94,219 and \$210,939 — 0.67x to 1.50x the subject's \$140,626 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,271	\$18,212	\$30,049	\$61,997	\$110,461	\$26,189
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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 MI 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
Young Men's Christian Association Of South Florida Support Org Inc	FL	\$142,023	President/ceo	\$31,979	\$29,106	2024
Nathalie & Theodore Jones Charitable	MA	\$142,534	Trustee	\$25,228	\$21,964	2024
Isabelle Ridgway Foundation	OH	\$138,578	Asst Secretary	\$105,945	\$111,926	2023
Nathalie & Theodore Jones Charitable	MA	\$144,050	Trustee	\$25,204	\$21,943	2024
Nexus Jamaica Ny Qalich Inc	NY	\$136,500	President	\$51,290	\$46,229	2023
Mghpcc Holyoke Inc	MA	\$145,505	President	\$37,439	\$33,558	2023
Samaritan House Foundation	VA	\$148,338	Executive Director	\$4,083	\$3,819	2024
Veterans Housing Development Corporation	CA	\$132,490	President And Ceo (Thru 8/24)	\$23,122	\$19,344	2024
Ann B Hearin Foundation	AL	\$132,198	Secretary/treasurer	\$8,700	\$9,106	2024
Self Enhancement Foundation	OR	\$151,625	President & Ceo	\$25,958	\$24,045	2023
Ulec Leverage Inc	NY	\$155,349	Board Member	\$71,789	\$64,705	2023
The Downcity Partnership Inc	RI	\$125,853	Rif President & Ceo	\$44,136	\$41,002	2024
Arlene & Steven I Victor Support	MI	\$125,728	Treasurer/assistant Secret	\$26,189	\$26,189	2024
Bcec Inc	MI	\$125,337	President/ceo	\$11,410	\$11,410	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nathalie & Theodore Jones Charitable	MA	\$157,704	Trustee	\$23,177	\$21,626	2022
Area Agency On Aging Of Nwa Foundation	AR	\$121,264	Executive Director	\$13,104	\$14,692	2023
Womentum Inc	WY	\$160,183	Executive Director	\$71,500	\$76,368	2023
Global Foundation	PA	\$161,330	Ceo	\$139,734	\$138,992	2023
The Robert And Yadelle Sklare Foundation	IL	\$118,670	Assistant Treasurer	\$58,661	\$57,524	2023
Headington Institute Foundation	CA	\$115,682	Secretary	\$209,046	\$170,378	2025
Ca Patriots Foundation	HI	\$115,396	President	\$8,605	\$7,464	2024
The Hundred Club Of Dayton	OH	\$167,398	Trustee	\$19,635	\$20,148	2024
Friends Of The Children's Justice Center	HI	\$169,571	Program Manager (Thru 6/24)	\$36,433	\$31,602	2024
David & Enid Rosenberg Family Foundation	OH	\$110,804	Treasurer Thru 11/6/2022	\$40,331	\$42,608	2023
L Brands Foundation	OH	\$107,607	Secretary/vice Chair/trust	\$105,945	\$111,926	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 52 organizations. Compensation range \$2,015–\$170,378; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$140,626); for reference, expenses \$316,576 and assets \$5,958,146. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dorothy Benyas, reported title " <i>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	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	48 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 (Dorothy Benyas) 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 52 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$26,189 is reasonable (approximately the 42nd 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.