



● 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 PA 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
Yanam2m	CO	\$204,439	Ceo	\$54,680	\$52,577	2023
Texas Burn Survivor Society Inc	TX	\$208,307	Executive Dir.	\$48,000	\$48,148	2023
Unbridled Change	VA	\$203,658	Exec Dir/pre	\$40,000	\$38,729	2023
Indian Council Of The Elderly Inc	WI	\$203,080	Prog Coordinator	\$36,320	\$36,945	2024
Metro Apartments Inc	MN	\$209,839	Executive Vice President	\$18,918	\$18,745	2023
Mend On The Move	MI	\$210,320	Executive Di	\$45,047	\$46,625	2023
North Carolina Statewide Independent	NC	\$202,255	Executive Director	\$71,308	\$71,765	2024
Deaf Ability Resource Inc	CA	\$210,740	Ceo / President	\$84,100	\$70,733	2024
Helping Our Riders Succeed In Education	TX	\$211,029	Executive Director	\$37,822	\$36,850	2024
Fathers Building Futures	NM	\$211,109	Ceo	\$6,373	\$6,874	2023
Rice Foundation Inc	PA	\$211,200	Exc. Director	\$91,367	\$91,367	2023
Surpassing Grace	TX	\$201,340	Executive Director Board Chair	\$28,000	\$27,281	2024
Teen Talking Circles	WA	\$213,038	Executive Director	\$92,367	\$80,547	2024
Surayya Anne Foundation Inc	OK	\$199,279	Executive Director	\$49,000	\$54,105	2023
Erikas Closet	NC	\$213,804	President	\$47,021	\$47,322	2024
K9 Care Montana Inc	MT	\$214,069	President	\$72,000	\$75,594	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dentists Who Care Inc	TX	\$198,497	Executive Director	\$65,000	\$63,330	2024
Lighthouse Recovery Services Inc	KY	\$197,001	Director	\$34,113	\$36,752	2023
Women Of Hope Resource Center Inc	NJ	\$216,954	Acting Treasurer	\$60,060	\$53,773	2023
Professional Student Government	MN	\$195,627	Secretary Of Grants, President	\$5,200	\$5,005	2024
The Meeting Place One Inc	NC	\$217,177	Executive Director	\$59,917	\$62,082	2023
Promoting Responsible Independence In Daily Endeavors Inc	CA	\$195,145	President	\$30,000	\$25,231	2024
Lowell Terrace Corp	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	\$23,526	2023
Hope Reins In Texas Inc	TX	\$194,211	Director	\$20,300	\$19,779	2024
Asi Boise Inc	MN	\$218,621	President/treasurer	\$68,006	\$65,451	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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 193 organizations. Compensation range \$591–\$95,238; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$206,309); for reference, expenses \$246,359 and assets \$532,901.

ROLE MATCH Anu Thomas Esq, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	93 rd
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	81 st

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 (Anu Thomas Esq) 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 13, 2026, comparing compensation against 193 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,696 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 13, 2026.