

Center For The Advancement Of The Steady

Executive Director / CEO

EIN 342003304

VA · NTEE S99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Czech, Executive Director / CEO** (\$112,131) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

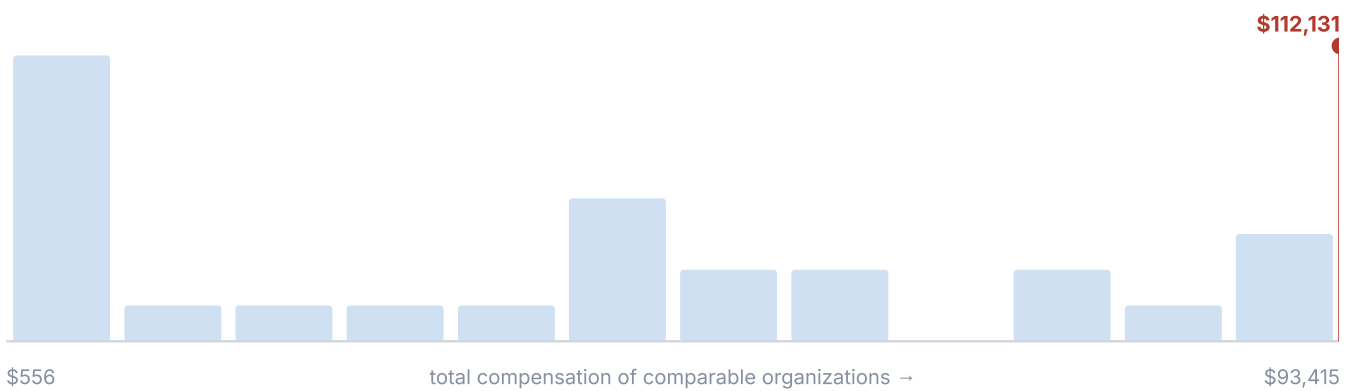
Benchmarked executive: Brian Czech — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

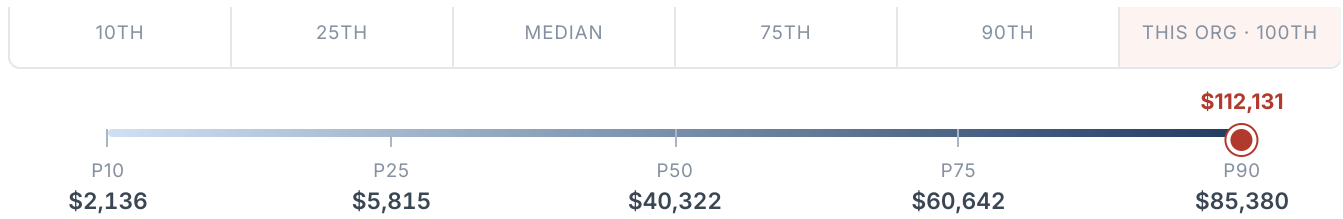
SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$90,537 and \$202,695 — 0.67x to 1.50x the subject's \$135,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,136	\$5,815	\$40,322	\$60,642	\$85,380	\$112,131
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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 VA 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
Linda Vista Mutual Water Company	CA	\$130,193	President	\$1,400	\$1,216	2024
Asset Based Community Development Institute	IL	\$129,371	Vice President/director	\$3,000	\$3,055	2023
Erie Basin Rc&d Council Inc	OH	\$143,697	Coordinator	\$38,640	\$41,170	2024
Idaho Second Amendment Alliance	ID	\$143,870	President	\$36,000	\$38,525	2024
American Freedom Assembly Inc	AL	\$125,058	President	\$76,764	\$85,890	2023
Ibew Local 180 Holding Company	CA	\$124,206	Business Manager	\$58,320	\$52,157	2023
Benevolent Society	MI	\$122,836	Cfo	\$550	\$556	2025
Doctors Park Professional Assoc Inc	MO	\$147,753	President/ad	\$24,000	\$26,327	2023
Laguna Community Foundation	NM	\$149,059	Executive Di	\$76,188	\$84,869	2023
Moffett Park Business Group	CA	\$119,560	Executive Dir.	\$107,539	\$93,415	2024
Steam Ahead Inc	MA	\$115,166	President/clerk	\$60,000	\$55,841	2023
Regent Development Corporation	ND	\$114,859	Treasurer	\$4,572	\$5,048	2024
Mbi Industry Advocacy Fund	IA	\$110,721	President	\$21,070	\$23,209	2024
Family Peace Project Inc	TX	\$109,386	Executive Dir.	\$39,226	\$39,473	2024
Main Street Lexington	VA	\$161,200	Executive Di	\$64,080	\$62,242	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chittenden County Senior Citizens Alliance Inc	VT	\$163,408	Executive Director	\$47,840	\$48,439	2024
Friends Of Honolulu City Lights	HI	\$104,371	Executive Director	\$16,754	\$15,089	2024
Forrest And Doris Sensenich Foundation	MO	\$103,999	Director, President & Trea	\$1,000	\$1,097	2023
Pride In Saginaw Inc	MI	\$174,966	Director	\$44,511	\$45,026	2025
For A Loving Future	CA	\$187,464	Ceo	\$107,950	\$91,354	2025
Enterprise Development & Management Corp	IN	\$194,491	Board Member	\$3,600	\$3,932	2023
Leadmo	MO	\$194,877	Executive Director	\$39,229	\$41,798	2024
Rebuilding Together Central Alabama	AL	\$195,730	Executive Director	\$65,000	\$70,641	2024
Venture Carolina	SC	\$199,622	Executive Director	\$5,400	\$5,667	2024
Citizens4community	OR	\$200,555	Executive Director	\$78,056	\$72,920	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 26 organizations. Compensation range \$556–\$93,415; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$135,130); for reference, expenses \$423,000 and assets \$2,746,643. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY 2 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	92 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 (Brian Czech) 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 26 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,131 is reasonable (approximately the 100th 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.