

American Security Council

Executive Director / CEO

EIN 362416220
 FL · NTEE Q054
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Ms Joy Votrobek, Executive Director / CEO** (\$71,654) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

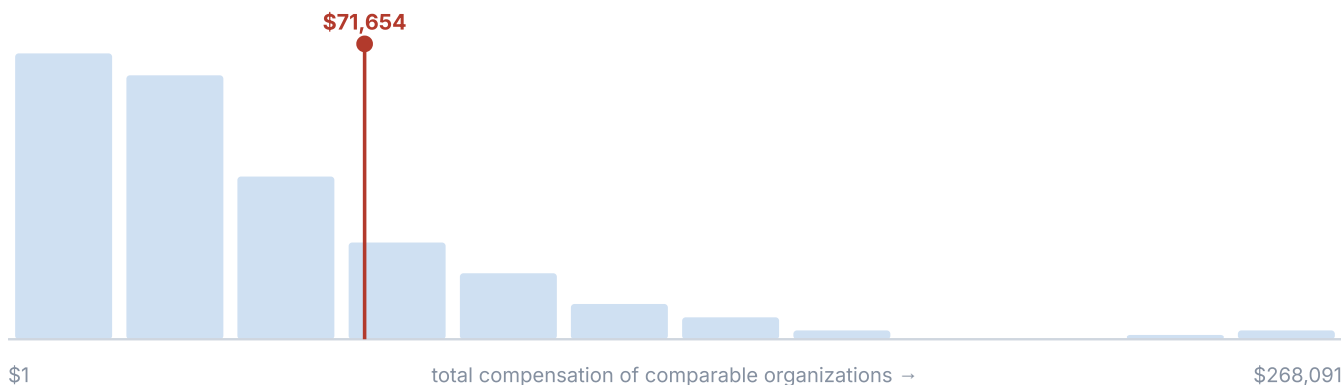
Benchmarked executive: Ms Joy Votrobek — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q054).
BUDGET	Total revenue between \$97,215 and \$217,647 — 0.67x to 1.50x the subject's \$145,098 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,126	\$16,778	\$38,215	\$67,337	\$101,719	\$71,654
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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 FL 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 Westminster Institute	VA	\$145,000	Director	\$43,750	\$44,966	2024
Ten Thousand Villages Of Central Pennsylvania Inc	PA	\$144,642	Executive Director	\$44,448	\$47,183	2024
Codespa America	DC	\$144,538	Executive Director	\$128,057	\$119,620	2024
Forming Sustainable Development Foundations Inc		\$146,122	Board Chair	\$12,000	\$12,000	2024
Focus Builders International	TX	\$143,877	President	\$27,000	\$28,009	2025
Elijah Cummings Youth Program	MD	\$143,045	Executive Director	\$97,402	\$99,797	2023
Guatemala Healing Hands Foundation Inc	NY	\$142,751	President	\$20,351	\$19,071	2025
European Union Studies Association	PA	\$147,788	Executive Di	\$39,887	\$43,592	2023
World Dental Relief Inc	OK	\$140,901	President	\$84,400	\$98,929	2024
Global Seed Savers	CO	\$149,336	Executive Dir.	\$56,000	\$58,848	2023
Madison International Partners Inc	WI	\$149,341	Executive Di	\$71,000	\$78,931	2024
Fs Home Owners Foundation Inc	CT	\$149,575	Secretarytreasurer	\$431	\$430	2024
Christalis Inc	MD	\$140,420	President/ceo (Founder)	\$42,500	\$43,545	2023
Nanubhai Education Foundation Inc	GA	\$140,204	Executive Director	\$8,400	\$8,991	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Arms Foundation Inc	WV	\$139,946	Board Chair	\$50,350	\$58,031	2024
Horeb Ministries	VA	\$150,363	Treasurer	\$25,350	\$26,055	2024
Desert Angels Inc	AZ	\$139,479	Ceo	\$96,313	\$101,512	2023
Economic Development And Empowerment Through Mentoring	MA	\$139,080	Excecutive Director	\$11,450	\$10,953	2024
Missions International Inc	GA	\$151,701	Executive Director & Trust	\$16,000	\$17,125	2024
Mountaintop International	DC	\$138,462	Ceo	\$40,999	\$39,429	2023
Firekeepers International	TN	\$138,327	President	\$23,197	\$25,956	2024
Hearing Heart Missions	MN	\$152,015	President	\$12,579	\$13,231	2024
M&g Etomi Foundation	NC	\$138,000	President	\$1	\$1	2023
Pace Universal	CA	\$136,954	Founder	\$57,450	\$54,367	2023
The Tia Foundation Inc	AZ	\$136,226	President Ceo	\$71,433	\$73,129	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 217 organizations. Compensation range \$1–\$268,091; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$145,098); for reference, expenses \$309,452 and assets \$1,675,430. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Ms Joy Votrobek, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	77 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	75 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 (Ms Joy Votrobek) 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 217 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,654 is reasonable (approximately the 77th 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.