

Venture Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Brad Michaud, Executive Director / CEO** (\$13,012) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

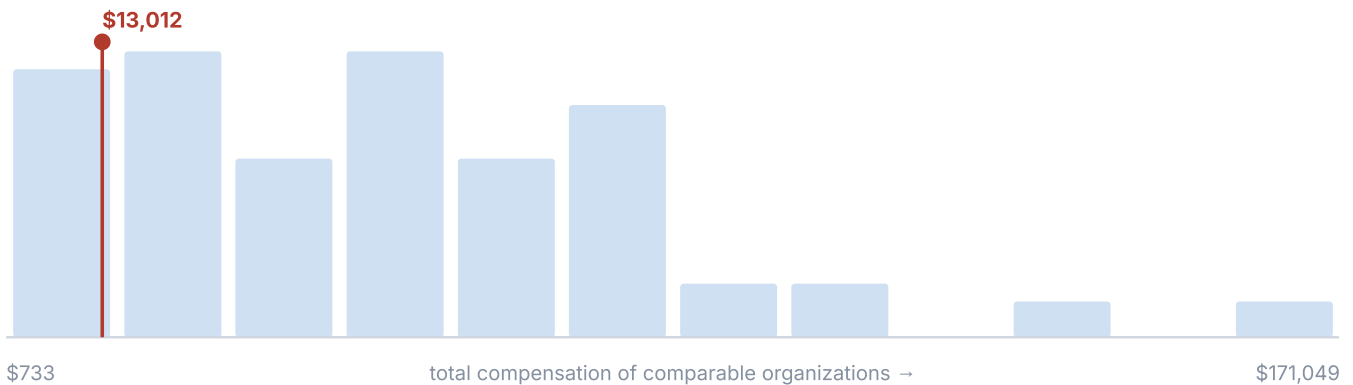
Benchmarked executive: Brad Michaud — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80Z).
BUDGET	Total revenue between \$197,698 and \$442,608 — 0.67x to 1.50x the subject's \$295,072 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,915	\$19,862	\$44,794	\$71,719	\$87,090	\$13,012
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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
Team Up With Families Inc	WI	\$295,101	Executive Director	\$68,734	\$67,551	2024
Another Chance House Of Refuge Inc	NC	\$294,705	Executive Director	\$14,640	\$14,235	2024
Mid-peninsula Page Mill Court Inc	CA	\$295,746	Cfo / Assistant Secretary	\$77,467	\$62,948	2024
Dream Live Hope Foundation	CA	\$298,425	President	\$52,083	\$43,572	2023
Facts Education Fund	CA	\$291,223	Secretary/ T	\$62,560	\$50,835	2024
United North East Community	IN	\$299,742	Executive Di	\$77,785	\$77,192	2024
Sioux Empire Housing Partnership	SD	\$288,738	President	\$64,468	\$66,954	2024
Mhp Mpdu Rental Inc	MD	\$288,590	Vice President	\$52,191	\$45,917	2024
Grace Community International	TX	\$287,598	Director	\$77,383	\$72,843	2024
Komohale Services	HI	\$302,585	Executive Director	\$203,022	\$171,049	2024
Baden Presbyterian Senior Housing Inc	PA	\$303,198	Director And President	\$37,604	\$35,289	2024
Twb Residential Opportunities Inc	NY	\$285,403	Ceo/vice President	\$52,793	\$44,892	2024
Westown Jubilee Housing	MI	\$305,770	Executive Director	\$82,284	\$79,923	2024
Neighborhood Housing Services Of Jamaica Cdc Inc	NY	\$306,697	Executive Director	\$129,644	\$113,499	2023
Hijra House Association	MS	\$282,996	Director	\$35,500	\$38,306	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hermandad La Economic And Community	CA	\$281,383	Executive Dir.	\$52,800	\$44,172	2023
C E O Council Foundation	IL	\$276,482	President & Ceo	\$21,013	\$19,440	2024
Community Housing Council Of Fresno	CA	\$315,026	Executive Dir.	\$100,000	\$81,259	2024
Guardian Angel Life Services Inc	NE	\$315,505	President	\$9,153	\$9,264	2024
The Gateway Collective Inc	WI	\$273,260	Executive Director	\$78,176	\$76,830	2024
Sacramento Community Land Trust Inc	CA	\$318,590	Executive Dir.	\$106,467	\$86,513	2024
Oasis Of Hope Community Development Corporation In	FL	\$319,374	President	\$85,772	\$75,825	2024
Pacific Community Services Inc	CA	\$270,075	Exec Vice Pres	\$17,380	\$13,759	2025
Prairie Place On 1st Inc	IA	\$269,958	Ceo	\$711	\$733	2024
The Admiral At The Lake Foundation	IL	\$322,028	Ceo	\$1,809	\$1,723	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 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 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 90 organizations. Compensation range \$733–\$171,049; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$295,072); for reference, expenses \$775,339 and assets \$2,395,371. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Brad Michaud, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 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	14 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	68 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 (Brad Michaud) 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 90 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,012 is reasonable (approximately the 14th 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.