

Southeast Asian Refugee Community Home

Executive Director / CEO

EIN 411729008

MN · NTEE J20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Benson, Executive Director / CEO** (\$89,960) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Charles Benson — 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 (J20Z).
BUDGET	Total revenue between \$136,895 and \$306,481 — 0.67x to 1.50x the subject's \$204,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,936	\$38,398	\$60,438	\$80,244	\$98,364	\$89,960
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 86TH
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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 MN 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
Crossroads Jobs Inc	VA	\$204,276	Executive Director	\$33,105	\$31,421	2024
Workfaith Birmingham	AL	\$204,207	Executive Director	\$99,534	\$108,824	2023
The Exeter Group Ltd	IL	\$204,072	President	\$60,745	\$60,438	2023
Dress For Success River Cities Inc	WV	\$205,064	Executive Director	\$42,461	\$45,193	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$70,779	2024
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$69,349	2024
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$89,996	2023
Georgia Job Tips Inc	GA	\$195,653	Ceo	\$43,839	\$43,330	2024
Sacramento Valley Manufacturing Alliance	CA	\$195,345	Executive Dir.	\$93,600	\$79,450	2024
Tompkins County Workers Center Inc	NY	\$192,855	Coordinator	\$51,729	\$47,306	2023
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$75,823	2024
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$60,189	2023
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$87,337	2023
Dress For Success Boise Inc	ID	\$217,462	Executive Director	\$62,100	\$66,856	2023
Utah Job Opportunities Foundation	UT	\$191,026	President &	\$48,163	\$49,887	2023
Dress For Success Greater Chicago	IL	\$189,646	Executive Dir.	\$37,639	\$36,374	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Municipal Police	TX	\$188,769	Executive Director	\$26,952	\$26,502	2024
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$73,280	2023
Greenforce Training Inc	NY	\$186,411	President	\$115,131	\$102,266	2024
The Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$23,659	2024
Central Community Development Corp	DC	\$180,869	Vice Chair And Executive Director	\$32,083	\$27,675	2024
Dominico American Society Of Queens Inc	NY	\$177,807	Executive Director	\$3,000	\$2,743	2023
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$48,110	2024
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$67,317	2024
Steadfast Foundation	LA	\$234,472	Executive Director	\$76,096	\$80,244	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 57 organizations. Compensation range \$2,743–\$548,473; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,321); for reference, expenses \$325,013 and assets \$300,932. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY	5 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	86 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	79 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 (Charles Benson) 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 57 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,960 is reasonable (approximately the 86th 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.