

Bcec Inc

Executive Director / CEO

EIN 453815583

MI · NTEE T11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bonnie Gettys, Executive Director / CEO** (\$11,410) against **every comparable organization** that fit the selection criteria — **43** 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

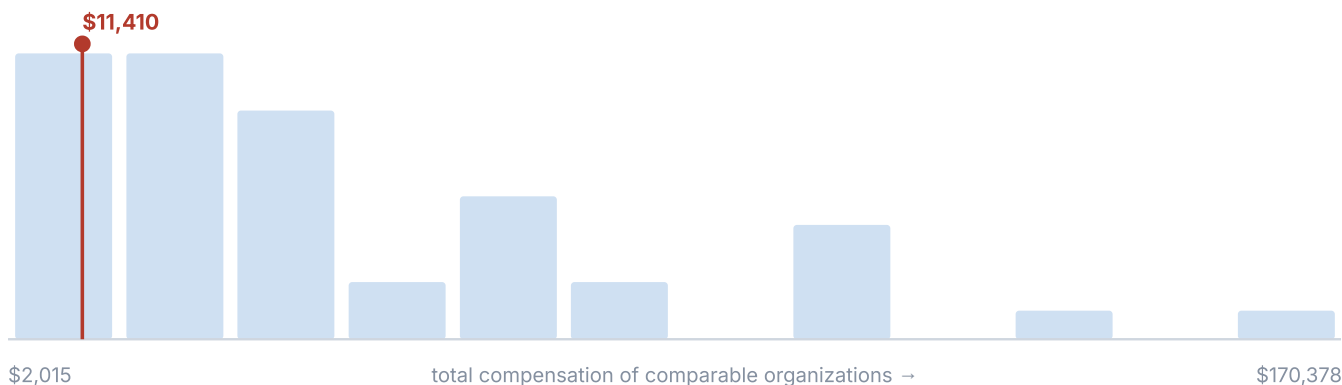
Benchmarked executive: Bonnie Gettys — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T11).
BUDGET	Total revenue between \$83,975 and \$188,005 — 0.67x to 1.50x the subject's \$125,337 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,324	\$19,746	\$31,602	\$61,997	\$111,926	\$11,410
---------	----------	----------	----------	-----------	-----------------



■ 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
Arlene & Steven I Victor Support	MI	\$125,728	Treasurer/assistant Secret	\$26,189	\$26,189	2024
The Downcity Partnership Inc	RI	\$125,853	Rif President & Ceo	\$44,136	\$41,002	2024
Area Agency On Aging Of Nwa Foundation	AR	\$121,264	Executive Director	\$13,104	\$14,692	2023
The Robert And Yadelle Sklare Foundation	IL	\$118,670	Assistant Treasurer	\$58,661	\$57,524	2023
Ann B Hearin Foundation	AL	\$132,198	Secretary/treasurer	\$8,700	\$9,106	2024
Veterans Housing Development Corporation	CA	\$132,490	President And Ceo (Thru 8/24)	\$23,122	\$19,344	2024
Headington Institute Foundation	CA	\$115,682	Secretary	\$209,046	\$170,378	2025
Ca Patriots Foundation	HI	\$115,396	President	\$8,605	\$7,464	2024
Nexus Jamaica Ny Qalich Inc	NY	\$136,500	President	\$51,290	\$46,229	2023
Isabelle Ridgway Foundation	OH	\$138,578	Asst Secretary	\$105,945	\$111,926	2023
David & Enid Rosenberg Family Foundation	OH	\$110,804	Treasurer Thru 11/6/2022	\$40,331	\$42,608	2023
Zuckerman Klein Family Support	MI	\$140,626	Treasurer	\$26,189	\$26,189	2024
Young Men's Christian Association Of South Florida Support Org Inc	FL	\$142,023	President/ceo	\$31,979	\$29,106	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nathalie & Theodore Jones Charitable	MA	\$142,534	Trustee	\$25,228	\$21,964	2024
L Brands Foundation	OH	\$107,607	Secretary/vice Chair/trust	\$105,945	\$111,926	2023
Nathalie & Theodore Jones Charitable	MA	\$144,050	Trustee	\$25,204	\$21,943	2024
Mghpcc Holyoke Inc	MA	\$145,505	President	\$37,439	\$33,558	2023
Good Samaritan Endowment Inc	TX	\$104,217	Secretary	\$12,727	\$12,334	2024
Moritz Family Foundation	OH	\$104,152	Asst Secretary	\$105,945	\$111,926	2023
Goodwill Of North Georgia Development	GA	\$102,500	President	\$41,950	\$42,072	2023
Samaritan House Foundation	VA	\$148,338	Executive Director	\$4,083	\$3,819	2024
Memorial Community Hospital Foundation	NE	\$102,001	Board Member	\$8,846	\$9,218	2024
Djr Foundation	LA	\$100,660	Director	\$58,114	\$61,997	2024
Vernon Julianne Declaration Of Trust	FL	\$100,226	Trustee	\$67,471	\$61,408	2024
Self Enhancement Foundation	OR	\$151,625	President & Ceo	\$25,958	\$24,045	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 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 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	43 organizations. Compensation range \$2,015–\$170,378; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$125,337); for reference, expenses \$276,795 and assets \$2,810,676. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Bonnie Gettys, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 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)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	26 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 (Bonnie Gettys) 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 43 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$11,410 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.