

Fuse Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Ann-brooks Morrissette, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Ann-brooks Morrissette — 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 (P12).

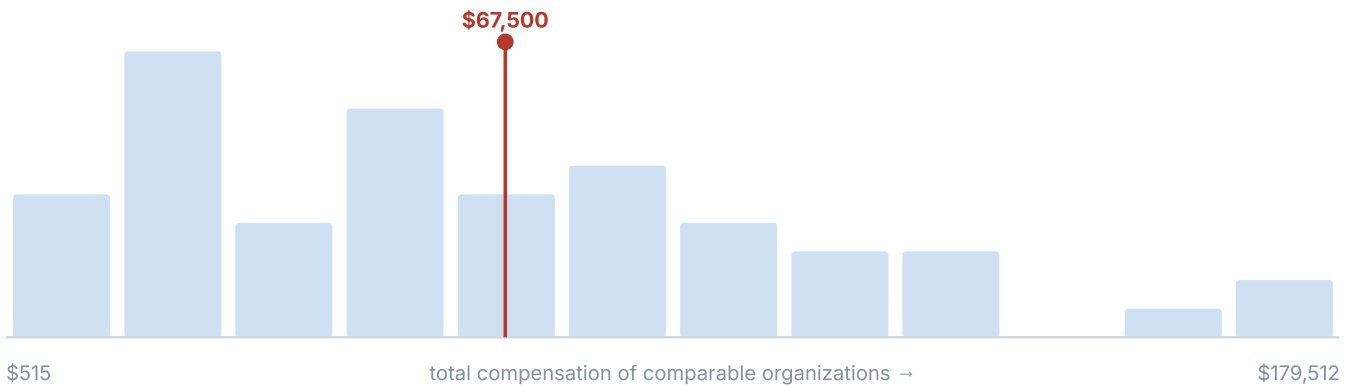
BUDGET Total revenue between \$316,192 and \$707,893 — 0.67x to 1.50x the subject's \$471,929 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,205	\$26,190	\$56,600	\$89,565	\$120,559	\$67,500
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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 AL 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
Chicago Foundlings Home	IL	\$473,561	Program Director	\$12,000	\$11,242	2023
F3 Foundation Inc	NC	\$465,968	Executive Di	\$176,277	\$168,596	2024
Just Heart Foundation Inc	GA	\$483,662	President	\$75,528	\$72,371	2023
Foundation For Essential Needs	MN	\$456,604	Executive Director	\$91,843	\$84,003	2024
Inspired Hearts And Hands Inc	PA	\$489,376	President	\$56,100	\$53,314	2023
Wayne County Children's Advocacy	OH	\$489,972	Executive Director	\$73,028	\$71,596	2024
Scott J Beigel Memorial Fund Inc	NY	\$453,343	Secretary	\$25,000	\$20,911	2024
De Frente Al Alzheimer Inc	PR	\$448,603	Executive Director	\$56,600	\$56,600	2024
Freedom House Housing Development Fund	NY	\$448,117	Cpo Through 12/22 Ceo Effective 1/23	\$33,041	\$28,453	2023
Operation Hope Inc	NY	\$446,019	Executive Director	\$40,916	\$34,223	2024
Saturate	WA	\$445,270	Executive D	\$210,396	\$179,512	2023
El Portal De Belen Foundation	NY	\$440,877	Treasurer	\$16,350	\$14,080	2023
Village2village Project Inc	IN	\$505,317	Executive Director	\$99,090	\$96,726	2024
Georgia's Own Foundation Inc	GA	\$431,364	Executive	\$30,785	\$28,652	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Soar Special Needs	KS	\$430,497	Executive Director	\$500	\$515	2023
Strike Force 421 Inc	FL	\$426,176	Program Director	\$18,750	\$16,304	2024
Hcso Charities Inc	FL	\$425,105	President	\$51,968	\$48,431	2022
Bra Couture Kc	MO	\$525,972	Executive Director	\$90,000	\$88,235	2024
Staffserve	PA	\$415,353	Executive Director	\$18,430	\$17,012	2024
Jack Trottier Foundation Inc	MA	\$535,098	Executive Dir.	\$70,000	\$58,226	2024
Glen Doherty Memorial Foundation Inc	MA	\$406,582	President/director	\$5,000	\$4,282	2023
Hoh Share Inc	WV	\$401,586	Executive Di	\$32,000	\$32,071	2024
True Justice International Inc	NC	\$543,209	Executive Director	\$87,012	\$83,221	2024
Flockfest Events Inc	FL	\$394,952	President	\$65,000	\$56,522	2024
Adk Spay And Neuter Corp	NY	\$549,513	Exec Dir / Pres	\$140,000	\$120,559	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 51 organizations. Compensation range \$515–\$179,512; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$471,929); for reference, expenses \$481,353 and assets \$431,231.

ROLE MATCH Ann-brooks Morrisette, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 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	59 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	39 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 (Ann-brooks Morrisette) 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 51 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 59th 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.