

Soul River Inc

Executive Director / CEO

EIN 454860210

OR · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chad Brown, Executive Director / CEO** (\$80,040) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Chad Brown — 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 (O50).

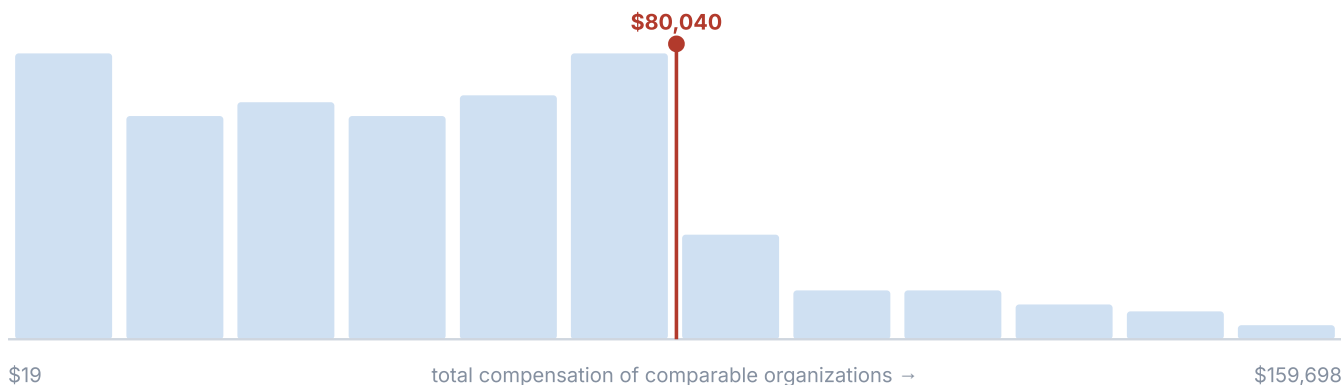
BUDGET Total revenue between \$111,144 and \$248,832 — 0.67x to 1.50x the subject's \$165,888 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography

→ **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,885	\$23,171	\$48,686	\$72,803	\$91,287	\$80,040
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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 OR 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
Hornets Hive	MN	\$165,935	Executive Director	\$15,080	\$16,519	2023
Girls Rock St Pete Inc	FL	\$165,821	Director	\$68,083	\$68,872	2024
Child Evangelism Fellowship Of Dauphin County Inc	PA	\$164,829	Ministry Director	\$48,787	\$52,390	2024
Latinos Count Inc	IN	\$167,459	Executive Dir.	\$24,000	\$28,059	2023
Young Nation	MI	\$167,748	Executive Director	\$62,400	\$69,355	2024
Kidnected World	UT	\$163,909	Coo	\$72,000	\$79,352	2024
Brookline Teen Outreach	PA	\$168,881	Executive Dir.	\$25,000	\$26,846	2024
Girls On The Run Of The Shenandoah	VA	\$168,998	Executive Director	\$50,885	\$51,542	2025
Horsepower Experiential Learning	MO	\$169,057	Executive Director	\$30,156	\$34,394	2024
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$69,186	2024
My Blind Spot Inc	NY	\$169,551	President/treas	\$23,425	\$22,794	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$38,690	2025
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$65,461	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$56,785	2024
Center For The Study Of Boys And	DE	\$170,224	Executive Director	\$44,850	\$48,686	2023
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$24,687	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Go For Yours Foundation	CA	\$171,060	President & Ceo	\$30,000	\$28,719	2023
Childrens Books On Wheels	TX	\$159,781	President	\$72,800	\$80,733	2023
Wayfinders On The Hudson Corp	NY	\$172,068	President	\$22,200	\$22,240	2023
Girls On The Run Of The Flint Hills	KS	\$172,372	Executive Dir.	\$64,900	\$73,554	2025
South Central Education Development Inc	WV	\$158,951	President/executive Director	\$90,208	\$105,176	2024
Toughest Kids Inc	GA	\$158,664	Executive Di	\$3,000	\$3,248	2024
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,769	2024
Rise Above	MI	\$173,456	Executive Di	\$72,116	\$78,088	2025
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$27,020	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 255 organizations. Compensation range \$19–\$159,698; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$165,888); for reference, expenses \$239,790 and assets \$126,820. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Chad Brown, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 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	85 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	85 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 (Chad Brown) 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 255 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,040 is reasonable (approximately the 85th 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.