

# Snowflake Village Nc

Executive Director / CEO

EIN 461209236

NC · NTEE P12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Wyant, Executive Director / CEO** (\$10,934) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

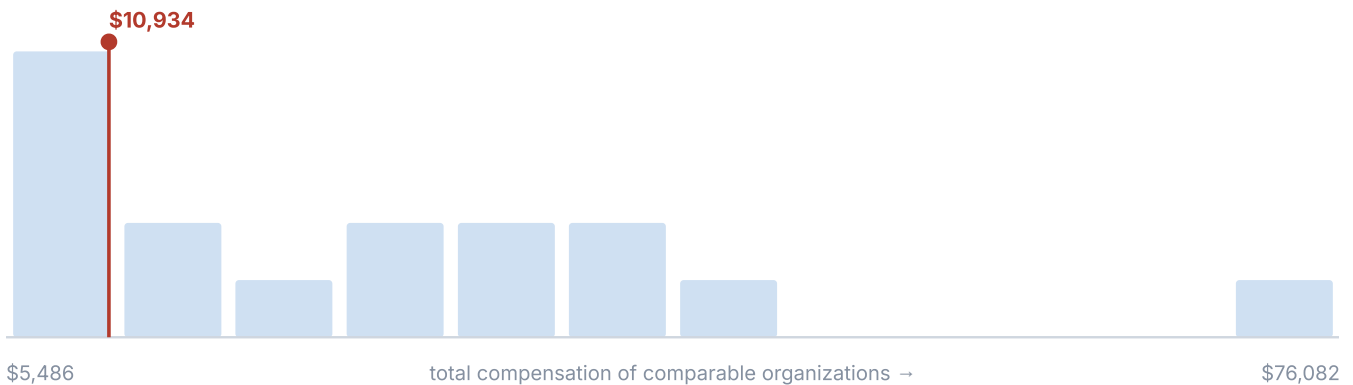
**Benchmarked executive:** Brian Wyant — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P12).
BUDGET	Total revenue between \$88,479 and \$198,088 — 0.67x to 1.50x the subject's \$132,059 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,025	\$10,706	\$22,523	\$33,710	\$41,007	\$10,934
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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 NC 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
<a href="#">Acts Of Grace Ministries</a>	PA	\$133,432	Director	\$27,453	<b>\$26,496</b>	2024
<a href="#">Jasons Dreams For Kids Inc</a>	NJ	\$135,177	President	\$10,000	<b>\$8,641</b>	2024
<a href="#">Ruby Room</a>	WA	\$137,431	Executive Director	\$10,858	<b>\$9,408</b>	2024
<a href="#">Lakeview Area Helping Hands Center</a>	PA	\$142,451	Administrato	\$17,000	<b>\$16,892</b>	2023
<a href="#">The Estancia Foundation</a>	AZ	\$144,688	Secretary/treasurer	\$35,787	<b>\$33,309</b>	2024
<a href="#">Jt Townsend Foundation Inc</a>	FL	\$146,211	Executive Di	\$29,500	<b>\$26,821</b>	2024
<a href="#">Sacramento Association Of Realtors</a>	CA	\$116,983	Executive Director	\$13,287	<b>\$11,104</b>	2024
<a href="#">The Rinkle Family Foundation</a>	CA	\$147,540	Trustee (K-love Ceo) To July	\$15,829	<b>\$13,619</b>	2023
<a href="#">918 Fully Involved</a>	OK	\$157,586	Director	\$5,000	<b>\$5,486</b>	2023
<a href="#">Heels To Heal Inc</a>	FL	\$158,329	Executive Director	\$38,400	<b>\$34,912</b>	2024
<a href="#">United Latino Fund</a>	CA	\$104,654	Executive Di	\$53,222	<b>\$44,478</b>	2024
<a href="#">Symons Family Fund</a>	CA	\$161,936	Ceo	\$21,560	<b>\$18,550</b>	2023
<a href="#">Dallas Legacy Mission Inc</a>	TX	\$96,446	Executive Dir.	\$78,588	<b>\$76,082</b>	2024
<a href="#">Tarahumara Childrens Hospital Fund</a>	OR	\$167,860	Executive Director	\$10,280	<b>\$9,512</b>	2023
<a href="#">Shanti Childrens Foundation</a>	CO	\$173,147	President And Treasurer	\$33,000	<b>\$31,529</b>	2023
<a href="#">Lutheran Family Services Foundation Inc</a>	NE	\$188,050	Secretary/pres & Ceo - Lfs	\$36,060	<b>\$37,536</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

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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 NC 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	16 organizations. Compensation range \$5,486–\$76,082; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$132,059); for reference, expenses \$132,873 and assets \$131,125.
ROLE MATCH	Brian Wyant, reported title " <i>Vice President</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	25 <sup>th</sup>

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

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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 (Brian Wyant) 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 16 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,934 is reasonable (approximately the 25<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.