

Open Storehouse Incorporated

Executive Director / CEO

EIN 471662454
 FL · NTEE B99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brad Klein, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **434** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

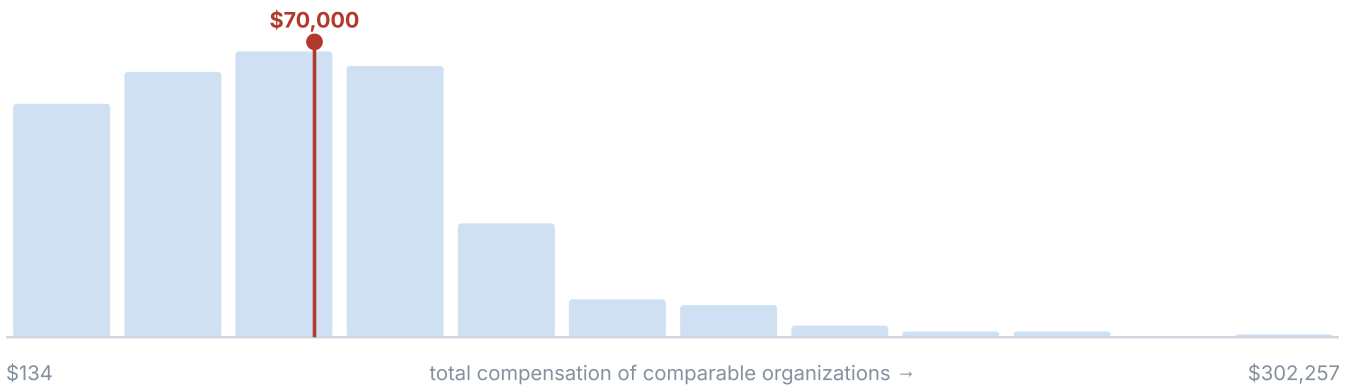
Benchmarked executive: Brad Klein — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$242,396 and \$542,679 — 0.67x to 1.50x the subject's \$361,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

434 organizations qualified on sector, size, and geography → **434** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,846	\$35,933	\$61,402	\$87,311	\$117,549	\$70,000
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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 FL 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
Ohio Association For College	OH	\$361,788	Executive Ad	\$32,657	\$36,819	2024
Maryland Pesticide Education	MD	\$361,636	Executive Di	\$80,000	\$81,967	2023
Literacy Connections Hudson	NY	\$363,025	Executive Di	\$75,002	\$70,285	2025
Council Of Public Liberal Arts Colleges	NC	\$360,337	Executive Director	\$40,148	\$44,159	2024
Pivot Leadership Group	TX	\$360,303	Executive Director	\$95,940	\$102,158	2024
Rural Aspirations Project	ME	\$363,803	Executive Director	\$83,428	\$91,553	2023
Foundation For Mo County Free Libraries	CA	\$359,452	Executive Director	\$78,121	\$71,807	2024
Scottsdale Leadership Inc	AZ	\$359,383	Executive Director	\$93,090	\$98,115	2023
Heartlight Center Inc	CO	\$359,354	Executive Dir.	\$91,975	\$96,653	2023
22nd Judicial District Casa Inc	OK	\$364,430	Exec Dir	\$66,285	\$75,692	2025
Summer On The Cuyahoga	OH	\$364,717	Executive Di	\$70,350	\$79,316	2024
Aperoo Foundation Incorporated	OR	\$364,789	Secretary, Executive Director	\$81,136	\$80,206	2024
Wild Horses Building Champions Inc	SD	\$358,584	Director	\$18,000	\$21,771	2023
Ifees Inc	MD	\$358,493	Secretary	\$195,256	\$200,057	2023
Patient Safety Movement Foundation	CA	\$365,177	Coo	\$210,873	\$188,834	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lily Creek Farms	OH	\$365,276	Executive Director	\$42,000	\$47,353	2024
W5yi Licensing Services Inc	TX	\$365,305	President	\$29,015	\$30,896	2024
Manners Of The Heart Inc	LA	\$357,842	Chief Visionary Officer	\$60,000	\$70,328	2024
North Korea Human Rights Watch	OH	\$365,913	Program Dire	\$80,000	\$92,860	2023
The Hive Dgo	CO	\$366,407	Executive Dir.	\$54,248	\$55,371	2024
Farms To Grow Inc	CA	\$366,693	Executive Dir.	\$35,500	\$33,595	2023
The Growing Tree Learning Center	VA	\$366,924	Administrator	\$49,885	\$52,786	2023
Quality Care Community Service Inc	VA	\$356,347	Supervisor	\$99,085	\$101,840	2024
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$61,664	2023
Natural Stone Foundation	OH	\$355,833	Executive Director	\$35,233	\$40,897	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **434** organizations. Compensation range \$134–\$302,257; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$361,786); for reference, expenses \$343,245 and assets \$65,556.

ROLE MATCH	Brad Klein, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	58 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	52 nd

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 (Brad Klein) 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 434 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 58th 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.