

# Friends Of Club 21

Executive Director / CEO

EIN 472201484

CO · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jared Anderson, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **277** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jared Anderson — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

**BUDGET** Total revenue between \$257,572 and \$576,654 — 0.67x to 1.50x the subject's \$384,436 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**277** organizations qualified on sector, size, and geography → **277** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,053	\$38,236	\$61,517	\$80,744	\$97,608	\$60,000
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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 CO 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="#">Rio Association Inc</a>	OH	\$384,063	Director	\$63,343	<b>\$72,034</b>	2023
<a href="#">Maximum Accessible Housing - Sheffield</a>	OH	\$383,291	President	\$24,629	<b>\$27,205</b>	2024
<a href="#">Isaiah House Inc</a>	NY	\$387,311	Executive Director	\$84,789	<b>\$79,903</b>	2024
<a href="#">Oklahomans For Independent Living</a>	OK	\$380,925	Executive Di	\$69,432	<b>\$79,733</b>	2024
<a href="#">Strides To Success Inc</a>	IN	\$380,636	Executive Director	\$46,848	<b>\$51,523</b>	2024
<a href="#">Deepwood Foundation</a>	OH	\$389,176	Dir Of Devel	\$75,421	<b>\$85,769</b>	2023
<a href="#">Amor Wellness Center Inc</a>	CA	\$389,449	Treasurer	\$19,077	<b>\$17,179</b>	2024
<a href="#">Connecticut State Independent Living Council Inc</a>	CT	\$390,411	Executive Director	\$76,442	<b>\$74,747</b>	2024
<a href="#">Diversability Inc</a>	OR	\$390,718	Executive Director	\$79,625	<b>\$77,115</b>	2024
<a href="#">Housing &amp; Assistive Technology Inc</a>	FL	\$391,911	Executive Di	\$138,036	<b>\$131,749</b>	2025
<a href="#">Avalon Center</a>	IA	\$375,270	Executive Di	\$88,756	<b>\$104,344</b>	2023
<a href="#">Lake Trust Credit Union Foundation</a>	MI	\$375,055	Board Of Directors, President	\$356,617	<b>\$395,212</b>	2023
<a href="#">Coming Home Connection</a>	NM	\$393,855	Exec. Direct	\$83,110	<b>\$93,223</b>	2024
<a href="#">Care Center Ministries Missouri Inc</a>	MO	\$374,406	Presidentlead Pastorexecuti	\$46,800	<b>\$53,221</b>	2023
<a href="#">Autism Project Of Palm Beach</a>	FL	\$394,556	President	\$50,000	<b>\$50,433</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alianza Latina Aplicando Soluciones</a>	WI	\$394,659	Executive Director	\$67,275	<b>\$73,273</b>	2024
<a href="#">Shepherd Youth Ranch Inc</a>	NC	\$373,391	Executive Di	\$37,800	<b>\$41,936</b>	2023
<a href="#">Faith In Action Fremont County</a>	IA	\$372,788	Data Manager/driver	\$28,656	<b>\$32,722</b>	2024
<a href="#">Cancer Services Of Davidson County Inc</a>	NC	\$372,760	Executive Director	\$68,538	<b>\$76,036</b>	2023
<a href="#">Building Pathways Foundation</a>	FL	\$372,524	Director	\$54,000	<b>\$54,467</b>	2023
<a href="#">Spirit Open Equestrian Program Inc</a>	VA	\$372,316	Executive Director	\$74,472	<b>\$74,990</b>	2024
<a href="#">Mens Challenge Of Alliance</a>	OH	\$371,979	Chairperson	\$41,000	<b>\$45,288</b>	2024
<a href="#">Eagle Mount Great Falls</a>	MT	\$397,000	Executive Director	\$75,050	<b>\$84,369</b>	2024
<a href="#">Wounded Heroes Fund Kern County</a>	CA	\$371,752	Executive Dir.	\$64,690	<b>\$58,255</b>	2024
<a href="#">Chair-ity</a>	OH	\$371,177	Executive Director	\$60,000	<b>\$66,275</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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

PEER COUNT **277** organizations. Compensation range \$633–\$395,212; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$384,436); for reference, expenses \$349,551 and assets \$191,246.

<b>ROLE MATCH</b>	Jared Anderson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	7 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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

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 (Jared Anderson) 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 277 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 49<sup>th</sup> 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.