

Rosie Riveters

Executive Director / CEO

This analysis benchmarks the total compensation of **Brittany Greer, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

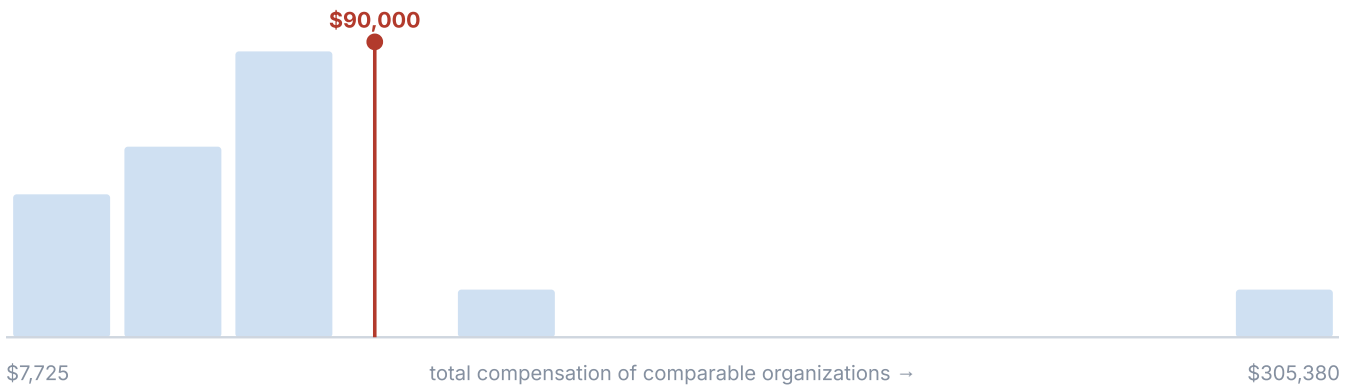
Benchmarked executive: Brittany Greer — reported title “Secretary Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$249,152 and \$557,805 — 0.67x to 1.50x the subject's \$371,870 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + VA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,208	\$37,766	\$58,453	\$72,092	\$106,517	\$90,000
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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 VA 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
Piano & More	VA	\$370,083	President	\$78,792	\$78,792	2024
Our Community Place	VA	\$367,290	Executive Di	\$60,000	\$58,453	2025
Virginia Beach Fellows Inc	VA	\$384,280	President/co	\$76,175	\$74,211	2025
Young Musicians Of Virginia	VA	\$395,934	Executive Director	\$14,477	\$14,104	2025
Read Early And Daily Read	VA	\$340,582	Executive Director	\$16,380	\$16,864	2023
Express Association Of America	VA	\$339,000	Executive Director	\$296,619	\$305,380	2023
Abukloi Foundation	VA	\$317,014	Vice President	\$37,500	\$38,608	2023
Partners In Academics & Therapeutic	VA	\$452,399	President	\$7,725	\$7,725	2024
Erudite Russian Language Educational And Cultural Center Inc	VA	\$457,817	President, Director	\$40,500	\$41,696	2023
Podium Rva	VA	\$279,368	Executive Director	\$62,320	\$62,320	2024
Emerging Scholars Program Inc	VA	\$266,999	Executive Director	\$54,250	\$54,250	2024
Center For Redemptive Education Inc	VA	\$496,876	President	\$68,580	\$68,580	2024
Children Of War Inc	VA	\$525,049	President	\$69,973	\$69,973	2024
Mobiles For Education Alliance	VA	\$542,554	Executive Director/president	\$36,923	\$36,923	2024
College Orientation Workshop Inc	VA	\$546,381	President/chairman	\$125,000	\$125,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 15 organizations. Compensation range \$7,725–\$305,380; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$371,870); for reference, expenses \$402,986 and assets \$539,856.

ROLE MATCH Brittany Greer, reported title "*Secretary Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	87 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 (Brittany Greer) 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 15 similarly situated organizations (Same NTEE sector (B90) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 87th 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.