

# Gulf Coast Cares Inc

Executive Director / CEO

EIN 475550256

FL · NTEE T30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dr Sandra E Braham, Executive Director / CEO** (\$24,866) against **every comparable organization** that fit the selection criteria — **175** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dr Sandra E Braham — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (T30).

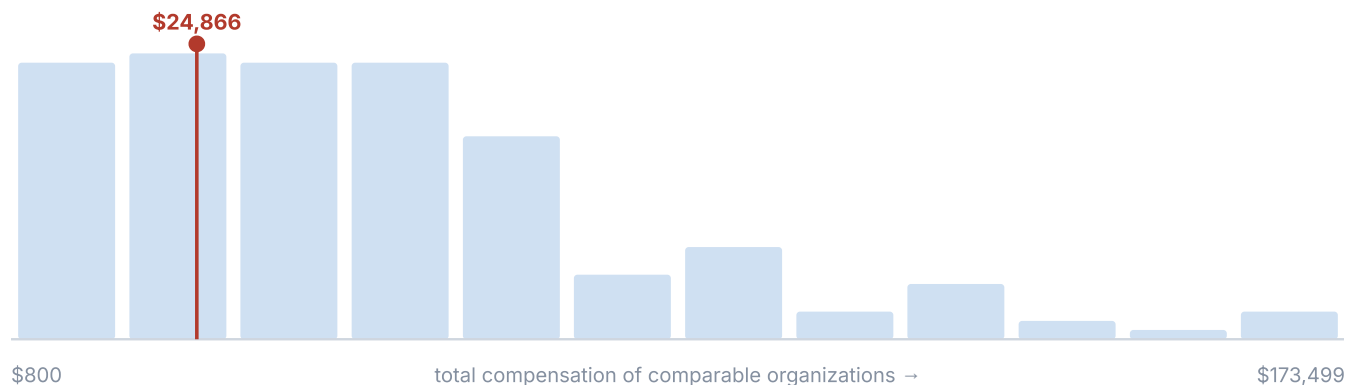
**BUDGET** Total revenue between \$136,548 and \$305,704 — 0.67x to 1.50x the subject's \$203,803 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**175** organizations qualified on sector, size, and geography

→ **175** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,214	\$22,826	\$42,119	\$64,228	\$98,692	\$24,866
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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
<a href="#">Sam Foundation Inc</a>	AL	\$203,483	Executive Di	\$40,000	<b>\$44,680</b>	2024
<a href="#">American Charitable Trust Inc</a>	AZ	\$204,431	Director And Chief Financial Officer	\$2,595	<b>\$2,514</b>	2025
<a href="#">Heads Hearts &amp; Hands Of Heartland Inc</a>	FL	\$205,501	Ceo/executive Director	\$24,500	<b>\$25,504</b>	2022
<a href="#">Foundation For Dubuque Public Schools</a>	IA	\$205,992	Exec. Director As Of Jun 2023	\$32,939	<b>\$38,392</b>	2023
<a href="#">Anthony F Cordeiro Charitable</a>	MA	\$201,258	Director	\$6,000	<b>\$5,739</b>	2023
<a href="#">Tallahassee Action Grants</a>	FL	\$207,411	Executive Director	\$40,000	<b>\$38,852</b>	2024
<a href="#">Hillsborough Consortium For Technology And Education Inc</a>	FL	\$199,659	Executive Director	\$24,240	<b>\$23,545</b>	2024
<a href="#">De Marchena-huyke Foundation</a>	CA	\$208,537	President & Ceo	\$24,000	<b>\$20,876</b>	2025
<a href="#">Muscatine Chamber Of Commerce</a>	IA	\$209,493	President/ce	\$3,906	<b>\$4,308</b>	2025
<a href="#">Million Kids</a>	CA	\$197,798	Director Ceo	\$42,000	<b>\$37,498</b>	2024
<a href="#">Friends Of Dangberg Home Ranch</a>	NV	\$210,976	Executive Director	\$57,386	<b>\$59,475</b>	2024
<a href="#">Gator Bowl Sports Charities Inc</a>	FL	\$196,570	President/ceo	\$6,665	<b>\$6,474</b>	2024
<a href="#">Oklahoma Blood Institute Foundation</a>	OK	\$211,405	President & Ceo	\$85,934	<b>\$97,837</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Long Island Community Chest Inc</a>	NY	\$211,429	Executive Director	\$30,000	<b>\$28,029</b>	2024
<a href="#">Main Street Barberton Inc</a>	OH	\$211,497	Executive Di	\$65,834	<b>\$72,095</b>	2024
<a href="#">Equality And Inclusion In Hospitality Inc</a>	CA	\$196,022	President/director	\$100,000	<b>\$89,281</b>	2024
<a href="#">Good Bourbon For A Good Cause</a>	TX	\$211,739	Director/president	\$24,398	<b>\$25,234</b>	2024
<a href="#">Pray For Gray</a>	ND	\$195,654	Executive Director	\$44,239	<b>\$50,196</b>	2024
<a href="#">Lawrence Township Education Foundation</a>	NJ	\$212,194	Executive Director (7/1/23 - 2/29/24)	\$52,500	<b>\$48,465</b>	2024
<a href="#">Great Strides Long Island Inc</a>	NY	\$212,536	Executive Director	\$16,800	<b>\$15,696</b>	2024
<a href="#">Lhes Foundation</a>	HI	\$194,744	Executive Di	\$19,740	<b>\$18,813</b>	2023
<a href="#">Trulight Ministries</a>	OH	\$212,911	President/ex	\$19,248	<b>\$21,079</b>	2024
<a href="#">Coach Sam's Inner Circle Foundation</a>	OH	\$194,583	Executive Di	\$68,056	<b>\$72,608</b>	2025
<a href="#">Jeremiah 2911 Inc</a>	CO	\$213,036	President & Ceo	\$175,000	<b>\$173,499</b>	2024
<a href="#">Fans For The Cure</a>	NY	\$194,522	Founder & Cao	\$33,068	<b>\$31,808</b>	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 2023 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT 175 organizations. Compensation range \$800–\$173,499; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$203,803); for reference, expenses \$268,907 and assets \$6,825,987.
ROLE MATCH	Dr Sandra E Braham, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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

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 (Dr Sandra E Braham) 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 175 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,866 is reasonable (approximately the 27<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.