

Positive Directions Inc

Executive Director / CEO

EIN 481217548

KS · NTEE P20

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Brett Hogan, Executive Director / CEO** (\$45,077) against **every comparable organization** that fit the selection criteria — **858** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

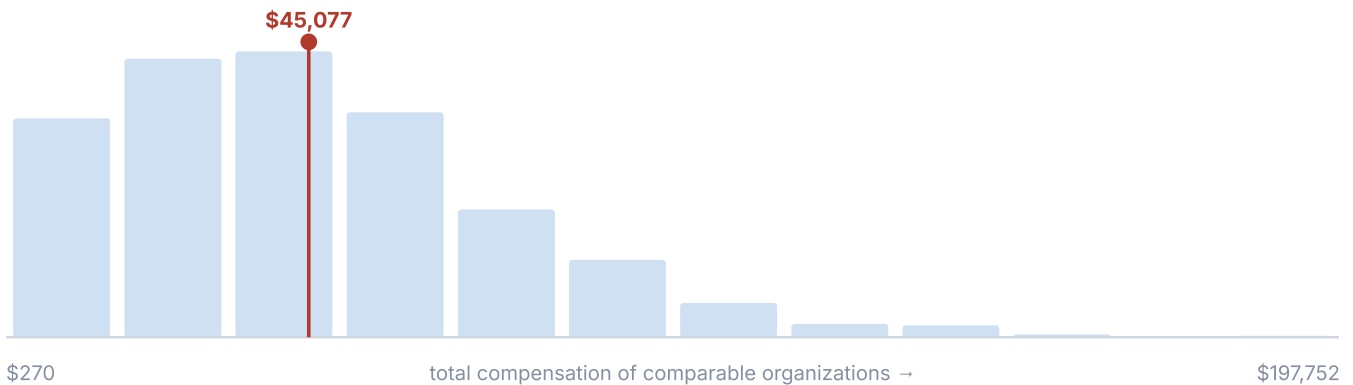
Benchmarked executive: Brett Hogan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$155,254 and \$347,584 — 0.67x to 1.50x the subject's \$231,723 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

858 organizations qualified on sector, size, and geography → **858** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,941	\$22,993	\$41,414	\$62,231	\$84,947	\$45,077
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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 KS 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
Your New Best Friend Dog Rescue Inc	NJ	\$231,713	President	\$10,000	\$8,508	2023
The Arc Eau Claire Inc	WI	\$231,652	Executive Di	\$74,375	\$74,022	2023
Ishimwe Center	CA	\$231,617	President & Ceo	\$21,888	\$18,012	2023
Turkic Foundation Of Brooklyn Inc	NY	\$231,866	President	\$77,723	\$66,930	2023
Continue Mission	UT	\$232,022	Executive Director	\$55,132	\$53,773	2023
Peace Through Action Usa	DC	\$231,415	Director, Secretary, Chief Executive Officer	\$48,500	\$40,559	2023
Silicon Valley Security Group	CA	\$232,166	President	\$5,330	\$4,260	2024
13thtribeorg	CA	\$232,203	President	\$75,000	\$61,717	2023
Michael Dukakis Institute Inc	MA	\$232,616	Treasurer	\$26,000	\$21,627	2024
Community Advance Inc	OK	\$232,757	Executive Director	\$74,252	\$75,682	2024
Fish For Change	CO	\$232,757	Vice Chair And Secretary	\$15,000	\$13,314	2024
Arewa Aid Inc	TN	\$232,759	President	\$36,000	\$36,061	2023
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$87,685	2024
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$67,033	2024
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$98,039	2024
Scala Foundation A Nj Nonprofit Corporation	NJ	\$230,225	Chair	\$81,500	\$67,355	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bainbridge Island Special Needs	WA	\$233,396	Executive Dir.	\$58,735	\$48,675	2024
Zestos Inc	IA	\$233,497	Director	\$34,500	\$34,966	2024
Parentzwork	CA	\$233,497	Ceo	\$32,400	\$25,230	2025
Healing Hands Resource Center	IL	\$233,625	Therapist.	\$29,225	\$27,380	2023
Alliance For Fertility Preservation Inc	CA	\$229,482	Executive Director	\$84,393	\$67,454	2024
Life Solutions Of Hamlin Inc	NY	\$233,981	Director	\$1,500	\$1,255	2024
Heart Of Iowa Big Brothers Big Sisters	IA	\$229,349	Program Director	\$60,137	\$60,950	2024
Black Abolition Movement For The Mind Inc Nfp	IL	\$234,160	President/ceo	\$9,165	\$8,587	2023
Unearth And Empower Communitie	CA	\$229,263	Co Exec Direct	\$17,083	\$14,058	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	858 organizations. Compensation range \$270–\$197,752; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$231,723); for reference, expenses \$223,191 and assets \$33,882.
ROLE MATCH	Brett Hogan, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	56 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	53 rd

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 (Brett Hogan) 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 13, 2026, comparing compensation against 858 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,077 is reasonable (approximately the 56th 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 13, 2026.