

Center For Human Services

Executive Director / CEO

EIN 520887367
 MD · NTEE V20Z
 FY ending 2024-09-30
June 13, 2026

This analysis benchmarks the total compensation of **Earl Gast, Executive Director / CEO** (\$12,152) against **every comparable organization** that fit the selection criteria — **6** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Earl Gast — 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 (V20Z).
BUDGET	Total revenue between \$14,522 and \$58,090 — 0.50x to 2.00x the subject's \$29,045 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (V), nationwide + budget 0.5–2x revenue.

6 organizations qualified on sector, size, and geography → **6** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,380	\$9,041	\$15,669	\$40,074	\$209,581	\$12,152
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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 MD 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
Educational Research Analysts	TX	\$34,413	President	\$6,640	\$7,314	2023
Christian Fellowship Foundation	WV	\$23,431	President & Ceo	\$311,520	\$371,436	2023
Society For Personality Assessment	NY	\$41,118	Chief Executive Officer	\$5,634	\$5,446	2024
Global Heritage Fund	PA	\$41,383	President And Ceo	\$44,743	\$47,726	2024
Consortium Of Oklahoma Geographers Inc	OK	\$47,264	Coordinator	\$11,727	\$14,220	2023
Mother Divine Institute	CA	\$56,855	Priest	\$18,000	\$17,117	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **6** organizations — **below 15; treat the percentiles as indicative, not precise.** Compensation range \$5,446–\$371,436; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$29,045); for reference, expenses \$4,822 and assets \$554,920. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Earl Gast, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Earl Gast) 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 6 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.5–2× revenue).
3. The authorized body determined that total compensation of \$12,152 is reasonable (approximately the 33rd 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.