

# The Eddie C And C Sylvia Brown Family

Executive Director / CEO

EIN 521908301  
 MD · NTEE T00Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Shanaysha Sauls, Executive Director / CEO** (\$29,328) against **every comparable organization** that fit the selection criteria — **675** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Shanaysha Sauls — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T00Z).
BUDGET	Total revenue between \$152,412 and \$341,223 — 0.67x to 1.50x the subject's \$227,482 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**675** organizations qualified on sector, size, and geography → **675** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,138	\$24,628	\$44,757	\$70,296	\$100,843	\$29,328
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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
<a href="#">The Pearl Foundation Of The</a>	TN	\$227,530	Program Direct	\$55,650	<b>\$62,569</b>	2024
<a href="#">Lindas Magnificent Mutts Rescue</a>	IL	\$227,544	President	\$46,375	<b>\$48,766</b>	2024
<a href="#">Santa For A Day Incorporated</a>	IL	\$227,001	Chairman & Executive Direc	\$33,100	<b>\$35,835</b>	2023
<a href="#">Indy Hub Foundation Inc</a>	IN	\$228,023	President	\$80,100	<b>\$90,351</b>	2024
<a href="#">Northcrest Foundation</a>	IA	\$228,134	Ceo	\$12,284	<b>\$14,812</b>	2023
<a href="#">Music 4 Miracles Inc</a>	FL	\$228,283	President	\$70,356	<b>\$70,696</b>	2024
<a href="#">United Way Of Scotland County Inc</a>	NC	\$226,468	Executive Director	\$55,076	<b>\$60,870</b>	2024
<a href="#">Ur Community Cares Inc</a>	CT	\$225,990	Executive Director	\$57,640	<b>\$57,807</b>	2024
<a href="#">Hawaii Va Foundation</a>	HI	\$225,981	Board Chair/	\$4,800	<b>\$4,597</b>	2024
<a href="#">United Way Of The Eastern Upper</a>	MI	\$225,971	Ceo	\$35,480	<b>\$40,328</b>	2023
<a href="#">Richman Family Foundation Inc</a>	MD	\$225,830	President & Public Director	\$44,135	<b>\$45,439</b>	2023
<a href="#">Feeding The Fosters Inc</a>	FL	\$225,810	President, Treasurer	\$37,500	<b>\$36,709</b>	2025
<a href="#">The Wvi Dolphin Foundation Inc</a>	NY	\$225,682	Executive Dir.	\$48,675	<b>\$47,046</b>	2024
<a href="#">Sports Creative Foundation</a>	NY	\$229,314	Ceo	\$19,950	<b>\$19,283</b>	2024
<a href="#">United Way Of Cattaraugus &amp;</a>	NY	\$225,601	Executive Director	\$37,680	<b>\$36,419</b>	2024
<a href="#">Virgil Abloh Foundation</a>	NY	\$225,540	Executive Director	\$53,125	<b>\$51,348</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Creating Caring Communities</a>	CA	\$229,516	Executive Director	\$22,953	<b>\$21,200</b>	2024
<a href="#">The Surety Foundation Inc</a>	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	<b>\$53,620</b>	2024
<a href="#">Reader To Reader Inc</a>	MA	\$229,570	Pres & Exec Dir	\$106,100	<b>\$99,353</b>	2025
<a href="#">Crecer Foundation</a>	KS	\$229,915	Executive Director	\$28,800	<b>\$33,280</b>	2024
<a href="#">Purple Flower Community Health &amp; Wellness Foundation</a>	TN	\$229,944	President	\$112,369	<b>\$126,339</b>	2024
<a href="#">Rhino Foods Foundation Inc</a>	VT	\$230,190	Executive Director	\$87,470	<b>\$91,743</b>	2025
<a href="#">Hamblen County Foundation For</a>	TN	\$230,307	Executive Director	\$30,000	<b>\$33,730</b>	2024
<a href="#">St Ann's Of Greater Rochester Inc</a>	NY	\$224,599	President/ceo	\$78,615	<b>\$75,985</b>	2024
<a href="#">Albertina Kerr Centers Foundation</a>	OR	\$224,363	Ceo (Beginning 7/2022)	\$4,251	<b>\$4,348</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 675 organizations. Compensation range \$105–\$800,956; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$227,482); for reference, expenses \$212,280 and assets \$3,903,906.

**ROLE MATCH** Shanaysha Sauls, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	180 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	30 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</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 (Shanaysha Sauls) 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 675 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,328 is reasonable (approximately the 31<sup>st</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.