

# Santa Rosa Community Services Inc

Executive Director / CEO

EIN 593390096

FL · NTEE S80Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Dolores Faye Henry, Executive Director / CEO** (\$42,135) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dolores Faye Henry — 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 (S80Z).

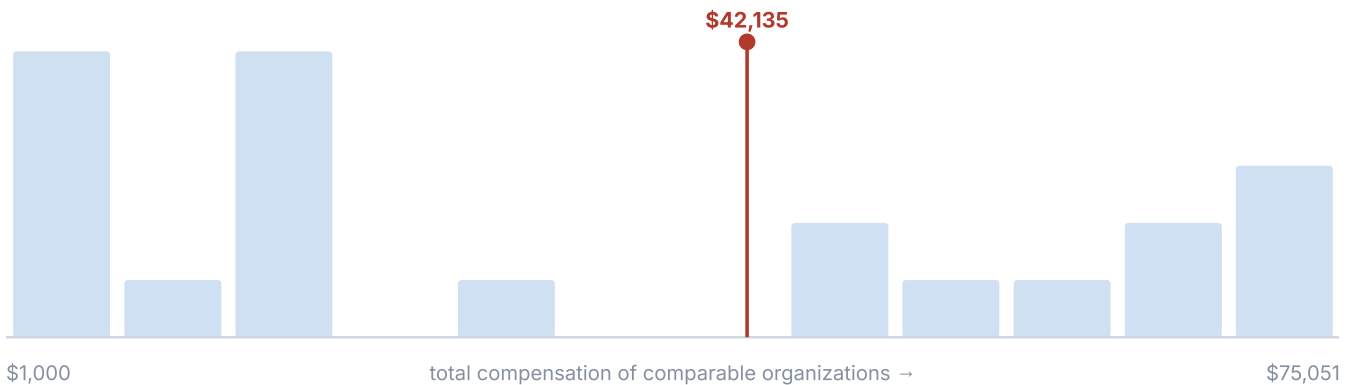
**BUDGET** Total revenue between \$84,436 and \$189,037 — 0.67x to 1.50x the subject's \$126,025 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

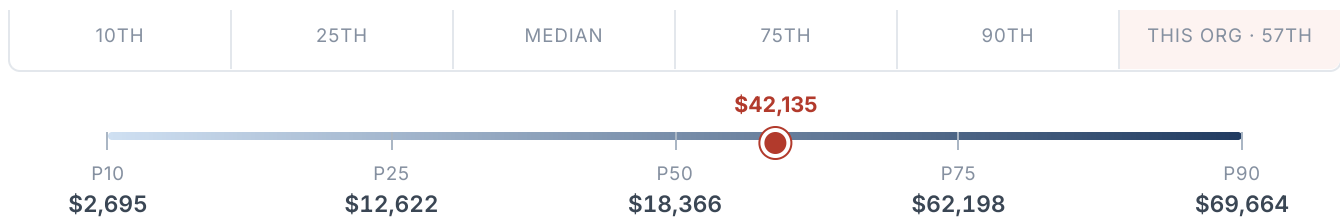
**21** organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,695	\$12,622	\$18,366	\$62,198	\$69,664	\$42,135
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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="#">Chap Corporation</a>	MN	\$129,847	Vice President	\$12,000	<b>\$12,622</b>	2024
<a href="#">Tri Valley Medical Foundation</a>	NE	\$118,516	Foundation Director	\$56,751	<b>\$64,975</b>	2024
<a href="#">Ferndale Downtown Development Association</a>	WA	\$117,926	Exec Director	\$71,000	<b>\$69,664</b>	2023
<a href="#">Acercamiento Hispano</a>	SC	\$116,481	Executive Director	\$54,987	<b>\$62,867</b>	2023
<a href="#">Center For Child And Family Achievement Inc</a>	NJ	\$115,891	Executive Director	\$17,680	<b>\$16,803</b>	2024
<a href="#">Asian American Resource Foundation Inc</a>	GA	\$112,646	President	\$16,667	<b>\$18,366</b>	2023
<a href="#">Westside Regional Medical Staff Inc</a>	FL	\$145,365	Chief Of Staff	\$1,000	<b>\$1,000</b>	2024
<a href="#">Kane County Farm Bureau Foundation</a>	IL	\$104,203	Manager	\$14,168	<b>\$14,827</b>	2024
<a href="#">Lions Sight Conservation Foundation Inc Of W Va</a>	WV	\$99,195	Secretary-treasurer	\$2,400	<b>\$2,695</b>	2025
<a href="#">Dade City Rod And Gun Club Inc</a>	FL	\$155,917	President	\$2,700	<b>\$2,700</b>	2024
<a href="#">Midlands Mediation Center</a>	SC	\$162,078	Executive Director	\$38,958	<b>\$44,542</b>	2023
<a href="#">Baxter Snowmobile Club Inc</a>	MN	\$88,161	Gambling Mgr	\$14,682	<b>\$15,443</b>	2024
<a href="#">Literacy Council Of Southwestern Pa</a>	PA	\$165,913	Executive Di	\$70,700	<b>\$75,051</b>	2024
<a href="#">Robert J Min Md Pc</a>	NY	\$85,688	President	\$51,748	<b>\$49,776</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northern Pine Riders</a>	MN	\$167,631	President	\$2,200	<b>\$2,382</b>	2023
<a href="#">High Plains Community Development</a>	NE	\$170,051	Executive Di	\$54,326	<b>\$62,198</b>	2024
<a href="#">Community Chest Of Cicero</a>	IL	\$173,650	Executive Di	\$27,000	<b>\$28,256</b>	2024
<a href="#">The Committee Of 101 Inc</a>	KY	\$174,880	President	\$3,600	<b>\$4,011</b>	2025
<a href="#">Cedar Branch Project</a>	CA	\$184,429	Executive Director	\$14,523	<b>\$13,744</b>	2023
<a href="#">Cavalier County Memorial Hospital Founda</a>	ND	\$186,685	Executive Director	\$45,452	<b>\$51,727</b>	2025
<a href="#">Iowa Gun Owners</a>	IA	\$187,138	Chairman Of The Board	\$60,000	<b>\$71,998</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 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 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	21 organizations. Compensation range \$1,000–\$75,051; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$126,025); for reference, expenses \$114,382 and assets \$40,027.
ROLE MATCH	Dolores Faye Henry, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Dolores Faye Henry) 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 21 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,135 is reasonable (approximately the 57<sup>th</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.