

# Choices Network Systems Inc

Executive Director / CEO

EIN 651035130

FL · NTEE P32

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Angela Deal, Executive Director / CEO** (\$60,831) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Angela Deal — reported title “Vice President / 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 (P32).

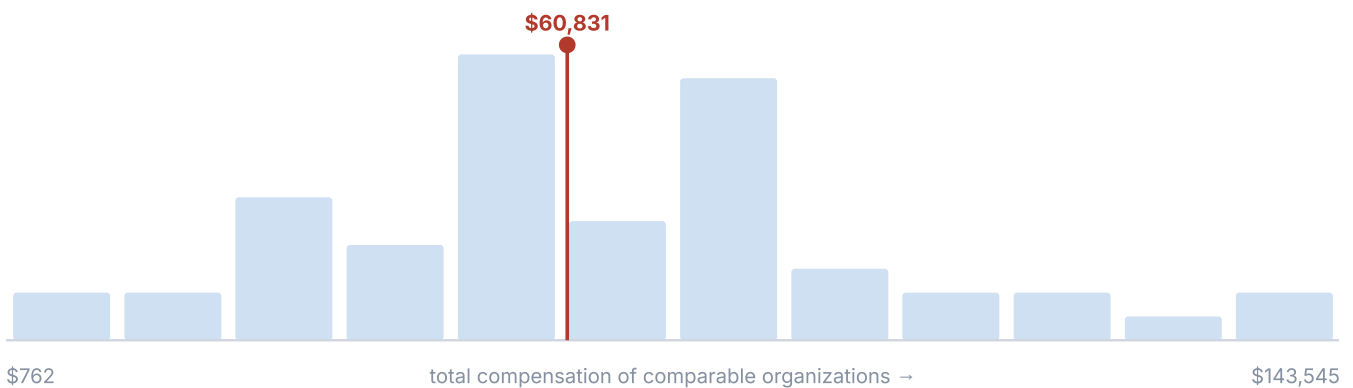
**BUDGET** Total revenue between \$299,473 and \$670,462 — 0.67x to 1.50x the subject's \$446,975 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P32), nationwide + budget 0.67–1.5x revenue.

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

→ **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,952	\$47,472	\$60,359	\$80,974	\$99,010	\$60,831
----------	----------	----------	----------	----------	----------



## ● 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="#">Mount Zion Day Care Inc</a>	IN	\$447,751	Executive Director	\$42,738	<b>\$47,976</b>	2024
<a href="#">Fostering Family Ministries Inc</a>	OH	\$443,658	Executive Di	\$56,032	<b>\$65,039</b>	2023
<a href="#">The Deland Receiving Home Inc</a>	WI	\$454,463	Treasurer	\$23,310	<b>\$25,914</b>	2024
<a href="#">Roots And Wings Inc</a>	KS	\$439,016	Executive Director	\$65,000	<b>\$74,750</b>	2024
<a href="#">Covenant Children's Home Inc</a>	FL	\$438,528	Executive Director	\$80,000	<b>\$82,363</b>	2023
<a href="#">Hunterdon Youth Services Inc</a>	NJ	\$437,926	Chief Executive Officer	\$65,919	<b>\$62,650</b>	2024
<a href="#">Aa Swartz Adoption Attorneys And</a>	MI	\$457,230	President	\$28,915	<b>\$31,770</b>	2024
<a href="#">Nagomi Foster Homes</a>	HI	\$458,650	President, Treasurer, Secr	\$54,171	<b>\$55,332</b>	2022
<a href="#">Gf Adult Foster Care Homes Inc</a>	MI	\$427,576	President/ceo	\$87,750	<b>\$99,261</b>	2023
<a href="#">Fostering Change For Children Ltd</a>	NY	\$427,029	Ceo&co-founder	\$144,950	<b>\$143,545</b>	2023
<a href="#">Court Appointed Special Advocate Program</a>	MD	\$467,054	Executive Director	\$766	<b>\$762</b>	2024
<a href="#">Family And Youth Initiative Inc</a>	DC	\$470,539	Executive Director	\$65,000	<b>\$60,718</b>	2024
<a href="#">Fostering Hope Inc</a>	OK	\$422,956	Executive Director	\$65,000	<b>\$76,189</b>	2024
<a href="#">The Fort Foster Care Inc</a>	GA	\$474,557	Executive Director	\$48,750	<b>\$52,178</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Muslim Foster Care Association</a>	MI	\$413,023	Executive Director	\$45,777	<b>\$51,782</b>	2023
<a href="#">The Family Room</a>	OR	\$484,261	Executive Director	\$15,738	<b>\$16,017</b>	2023
<a href="#">Route 21</a>	WA	\$402,271	Executive Dir.	\$142,000	<b>\$135,331</b>	2024
<a href="#">Raise Montana</a>	MT	\$402,148	Executive Dir.	\$19,651	<b>\$22,549</b>	2024
<a href="#">Bighouse Inc</a>	AL	\$397,130	Executive Director	\$44,000	<b>\$52,095</b>	2023
<a href="#">Pathway To Joy Ministries Inc</a>	FL	\$503,828	President	\$60,000	<b>\$60,000</b>	2024
<a href="#">Homes With Hope Inc</a>	TX	\$386,833	Executive Director	\$88,250	<b>\$96,746</b>	2023
<a href="#">Fosterful</a>	WA	\$507,158	Executive Director	\$85,710	<b>\$81,685</b>	2024
<a href="#">A Brighter Childhood Foster</a>	CA	\$507,454	Executive Di	\$98,135	<b>\$92,869</b>	2023
<a href="#">H3 Collective</a>	NC	\$381,162	Executive Director	\$105,000	<b>\$115,489</b>	2024
<a href="#">Better Choices Inc</a>	CA	\$515,992	Executive Director	\$50,000	<b>\$45,959</b>	2024

**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** 52 organizations. Compensation range \$762–\$143,545; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$446,975); for reference, expenses \$511,293 and assets \$376,123.

**ROLE MATCH** Angela Deal, reported title *"Vice President / 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	50 <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 (Angela Deal) 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 52 similarly situated organizations (Same NTEE sector (P32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,831 is reasonable (approximately the 52<sup>nd</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.