

# The John And Clara Brady Family

Executive Director / CEO

EIN 721486488  
 LA · NTEE T22  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Andrew Kopplin, Executive Director / CEO** (\$58,114) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Andrew Kopplin — 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

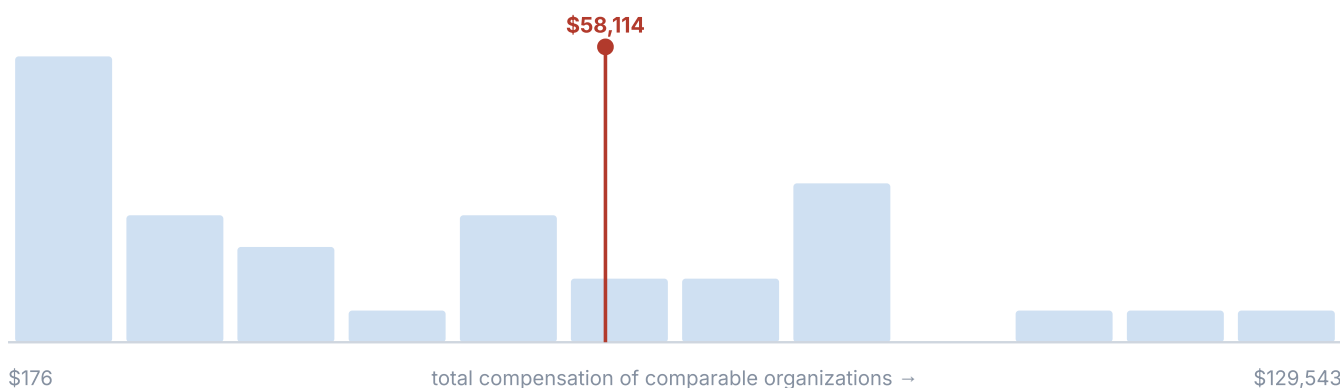
**SECTOR** Organizations sharing the subject's NTEE classification (T22).

**BUDGET** Total revenue between \$266,370 and \$596,352 — 0.67x to 1.50x the subject's \$397,568 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T22), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,389	\$9,333	\$34,039	\$70,316	\$82,729	\$58,114
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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 LA 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="#">Hope Christian Services Foundation Inc</a>	NJ	\$388,812	Ceo	\$16,806	<b>\$13,627</b>	2024
<a href="#">Jimmie Johnson Foundation</a>	NC	\$383,978	Executive Director	\$81,953	<b>\$76,902</b>	2024
<a href="#">Ridgecrest Foundation Inc</a>	IA	\$383,077	Ceo	\$45,574	<b>\$44,149</b>	2025
<a href="#">Ironworkers Local 782 Joint</a>	KY	\$382,411	Trustee	\$906	<b>\$884</b>	2024
<a href="#">Abny Foundation Inc</a>	NY	\$382,348	Ceo & Secretary	\$8,750	<b>\$7,392</b>	2023
<a href="#">The Trauma Foundation</a>	WA	\$417,300	Executive Dir.	\$60,000	<b>\$50,225</b>	2023
<a href="#">Chris Evert Charities Inc</a>	FL	\$419,846	Director	\$39,899	<b>\$34,039</b>	2024
<a href="#">Parson Of The Hills Foundation Inc</a>	NC	\$373,789	Ceo Director	\$52,008	<b>\$50,244</b>	2023
<a href="#">Worcester Public Library Foundation</a>	MA	\$370,266	Executive Director/clerk	\$100,957	<b>\$82,389</b>	2024
<a href="#">Clearwater Clear Lake Food Shelf</a>	MN	\$426,854	Director	\$10,400	<b>\$9,333</b>	2024
<a href="#">The Schweitzer Family Foundation</a>	TX	\$427,102	Treasurer	\$29,957	<b>\$27,214</b>	2024
<a href="#">Zarlengo Foundation</a>	CO	\$362,095	Executive Dir.	\$95,000	<b>\$82,727</b>	2024
<a href="#">Hand Up For Women</a>	TN	\$351,607	Executive Director	\$68,870	<b>\$67,685</b>	2023
<a href="#">Leadership Perimeter Inc</a>	GA	\$339,391	Executive Di	\$90,600	<b>\$82,730</b>	2024
<a href="#">Mt Helix Park Foundation</a>	CA	\$460,546	Executive Director	\$7,130	<b>\$5,591</b>	2024
<a href="#">Norman A &amp; Susan L Pappas Family</a>	MI	\$330,349	Secretary	\$26,189	<b>\$24,549</b>	2024
<a href="#">Blackacre Conservancy Inc</a>	KY	\$326,500	Executive Director	\$70,000	<b>\$70,316</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Terrebonne Foundation For Academic</a>	LA	\$326,465	Executive Director	\$56,000	<b>\$56,000</b>	2024
<a href="#">The Howard And Georgeanna Jones Foundation For Reproductive Medicine</a>	VA	\$470,613	President	\$89,907	<b>\$78,836</b>	2024
<a href="#">Msda Charitable And Educational</a>	MD	\$322,375	Executive Director	\$5,360	<b>\$4,551</b>	2024
<a href="#">Grantmakers Of Oregon And Sw Washington</a>	OR	\$310,685	President/ceo	\$136,621	<b>\$118,624</b>	2023
<a href="#">Raymond C Rude Supporting Foundation</a>	NV	\$485,799	Cfnn Philanthropic Advisor	\$5,834	<b>\$5,467</b>	2023
<a href="#">Delaware Preservation Fund Inc</a>	DE	\$304,850	Program Director	\$4,890	<b>\$4,348</b>	2024
<a href="#">Bonny Lea Charitable Foundation</a>		\$294,876	Executive Director	\$98,872	<b>\$98,872</b>	2024
<a href="#">Cassie Hines Shoes Cancer Foundation Inc</a>	MI	\$294,164	Vice President - Executive Director	\$13,350	<b>\$12,883</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 33 organizations. Compensation range \$176–\$129,543; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$397,568); for reference, expenses \$270,158 and assets \$5,828,173.

**ROLE MATCH** Andrew Kopplin, 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** 10 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Andrew Kopplin) 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 33 similarly situated organizations (Same NTEE sector (T22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,114 is reasonable (approximately the 70<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.