

Assumption Community Services Inc

Executive Director / CEO

EIN 800276405

MN · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brenda Weller, Executive Director / CEO** (\$27,512) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

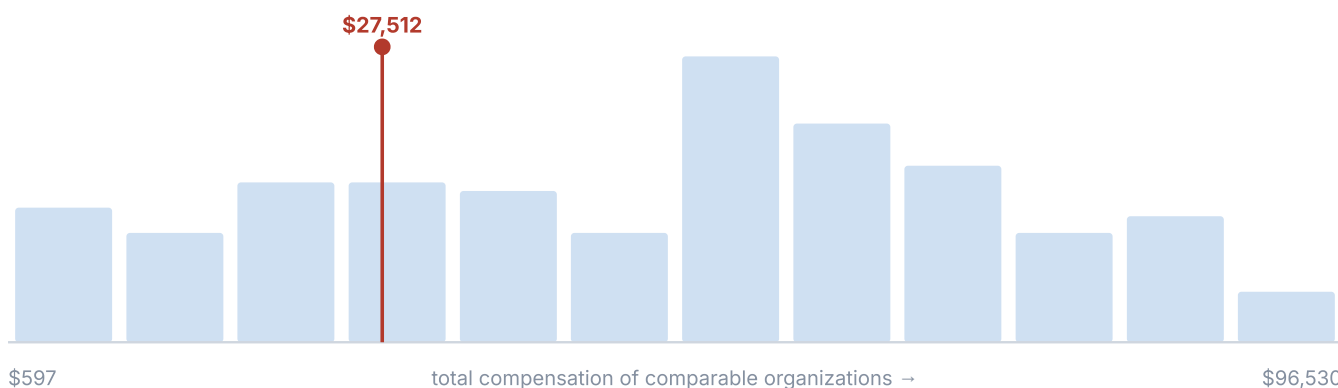
Benchmarked executive: Brenda Weller — reported title “Director of Finance (Jan-Nov)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$157,587 and \$352,807 — 0.67x to 1.50x the subject's \$235,205 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

213 organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,526	\$27,533	\$50,149	\$65,091	\$79,713	\$27,512
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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 MN 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
Honoring Our Veterans	WY	\$235,094	Executive Director	\$50,003	\$52,633	2024
Launch Uganda	OR	\$234,976	President	\$37,921	\$34,617	2024
Farm To Fork	CA	\$233,962	Esterline	\$33,001	\$28,012	2024
The Penguin Project Foundation Inc	IL	\$233,841	Ceo	\$33,500	\$31,540	2025
Paws And Affection Inc	PA	\$236,764	Executive Director	\$30,000	\$29,408	2024
Dig Furniture Bank	PA	\$236,840	Executive Director	\$18,000	\$18,166	2023
Friends With Disabilities	MI	\$233,467	President	\$29,520	\$29,951	2024
Eastside Friends Of Seniors	WA	\$237,997	Executive Dir	\$80,792	\$71,104	2024
Keep The Change Incorporated	VA	\$239,371	President/ceo/director	\$57,050	\$58,033	2022
The Home Program Inc	NY	\$228,605	Executive Di	\$65,579	\$58,252	2024
Southside Senior Services Inc	CA	\$242,246	Executive Director	\$50,175	\$43,847	2023
Yokyworks Foundation	WA	\$227,334	Secretary	\$11,925	\$10,805	2023
New Start Inc	MD	\$243,184	Admin Specialist	\$10,939	\$10,053	2024
Azul - Fashion Art Design Inc	FL	\$243,747	Founder & Ce	\$64,500	\$59,563	2024
The Erika Whitmore Godwin Foundation	CA	\$243,885	Founder & Ceo	\$101,246	\$88,478	2023
The People Center Inc	MI	\$243,932	Executive Di	\$53,663	\$56,056	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Austin Pregnancy Resource Center	TX	\$244,589	Ceo	\$84,000	\$85,037	2023
American Therapeutic Riding Center	OK	\$225,730	Executive Director	\$62,400	\$69,537	2023
Stonewall Inn Gives Back Initiative Inc	NY	\$244,799	Ceo	\$90,792	\$80,647	2024
Highland Manor Apartments Inc	NC	\$244,812	President	\$15,432	\$15,674	2024
Specialized Equine Services And	IL	\$225,579	Executive Director	\$21,700	\$21,590	2023
Life Has No Boundaries Co	IN	\$225,462	Executive Director	\$60,000	\$64,035	2023
Autism Health Insurance Project Inc	CA	\$225,306	President/program Director	\$91,250	\$79,742	2023
Girls Growing li Women	MI	\$245,156	President	\$54,100	\$54,891	2024
Answer Scholarship Inc	NC	\$245,334	Executive Dir.	\$37,433	\$38,020	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 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 MN 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	213 organizations. Compensation range \$597–\$96,530; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$235,205); for reference, expenses \$268,752 and assets \$57,451.
ROLE MATCH	Brenda Weller, reported title " <i>Director of Finance (Jan-Nov)</i> ", 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 23 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	25 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 nd

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 (Brenda Weller) 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 213 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,512 is reasonable (approximately the 25th 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.