

Secu Md Foundation Inc

Executive Director / CEO

EIN 821896987

MD · NTEE B82

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Charlotte Owsiany, Executive Director / CEO** (\$98,996) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

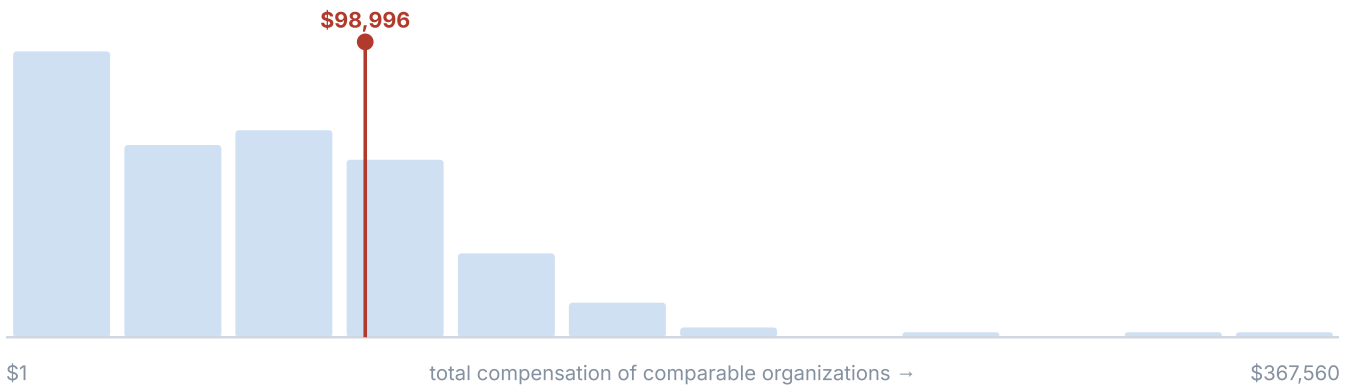
Benchmarked executive: Charlotte Owsiany — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$316,013 and \$707,493 — 0.67x to 1.50x the subject's \$471,662 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

204 organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,533	\$27,486	\$63,569	\$102,439	\$137,926	\$98,996
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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
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$91,882	2025
Usa Patriots Veteran Athletics	FL	\$473,066	Executive Director	\$125,000	\$125,604	2024
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$151,766	2023
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$18,727	2024
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,305	2023
Hispanic Heritage Scholarship Fund Inc	FL	\$476,823	Executive Director	\$95,000	\$95,459	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$24,461	2024
Great Sso Inc	GA	\$479,813	President	\$35,500	\$39,308	2023
South Central Section Pga Foundation	OK	\$479,970	Executive Director	\$25,405	\$29,922	2024
Scholarship Fund For Rainier Scholars	WA	\$462,794	Director Of Finance And Operations	\$132,403	\$126,795	2024
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$182,802	2024
Ohio Restaurant Association Education	OH	\$480,705	Executive Director	\$94,328	\$110,020	2023
Ndot	TX	\$461,884	Executive Director	\$69,290	\$74,137	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Natural Refrigeration Foundation	VA	\$482,152	liar President	\$365,313	\$367,560	2025
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$11,900	2024
Imagine Scholar Inc	WA	\$482,994	Executive Dir.	\$97,402	\$93,276	2024
Hyde Park Institute	IL	\$483,854	Trustee/dire	\$148,332	\$155,981	2024
The Douglas And Frances Lanier Foundation Inc	MS	\$486,469	President	\$15,750	\$18,763	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$101,599	2024
Wausau School Foundation Inc	WI	\$456,005	Executive Di	\$18,750	\$21,564	2023
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$25,679	2024
222 Foundation	IL	\$488,843	Executive Director	\$110,250	\$119,359	2023
518 Elevated Inc	NY	\$454,437	Executive Di	\$64,858	\$62,688	2024
Atlas Fellows Inc	IL	\$452,000	Secretary	\$127,093	\$137,594	2023
Kiwanis Club Of Bradenton Foundation	FL	\$492,276	Executive Director	\$19,454	\$19,548	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	204 organizations. Compensation range \$1–\$367,560; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$471,662); for reference, expenses \$458,850 and assets \$394,287.
ROLE MATCH	Charlotte Owskianny, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	52 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 (Charlotte Owskianny) 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 10, 2026, comparing compensation against 204 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,996 is reasonable (approximately the 72nd 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 10, 2026.