

# Brooke Owens Fellowship

Executive Director / CEO

EIN 822845150  
 DC · NTEE P20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Carolyn Broady, Executive Director / CEO** (\$34,680) against **every comparable organization** that fit the selection criteria — **965** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 31<sup>st</sup> percentile of comparable organizations**

within the typical range

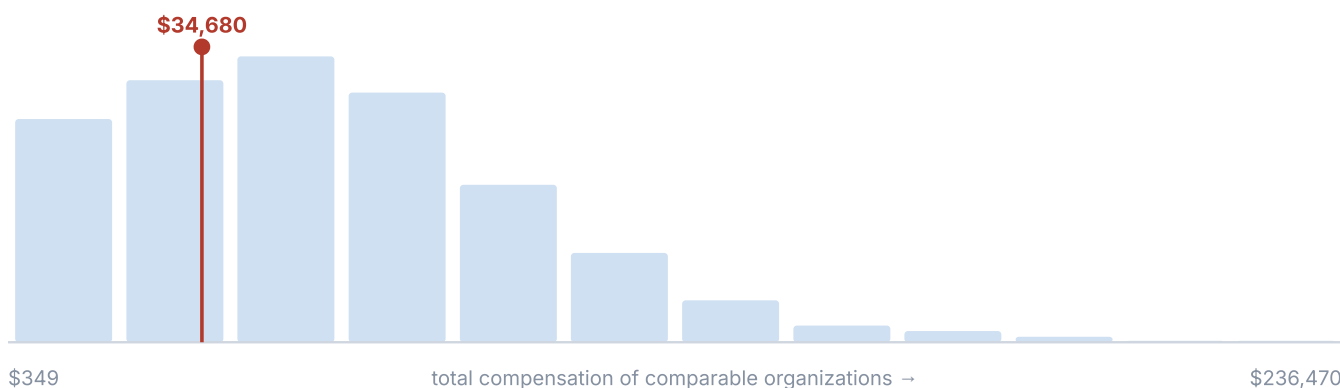
**Benchmarked executive:** Carolyn Broady — reported title “Administrator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$177,458 and \$397,296 — 0.67x to 1.50x the subject's \$264,864 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**965** organizations qualified on sector, size, and geography → **965** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,410	\$28,014	\$52,432	\$78,408	\$103,417	<b>\$34,680</b>
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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 DC 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="#">We Care Foster Care Inc</a>	MI	\$264,885	Full-time Program Teacher And Executive Director	\$83,049	<b>\$97,684</b>	2023
<a href="#">Institute For Liberal Values</a>	TX	\$264,902	Treasurer	\$20,000	<b>\$22,144</b>	2024
<a href="#">Turnout Inc</a>	CA	\$264,625	Executive Director & Board Chair From 6/2024	\$44,502	<b>\$42,534</b>	2024
<a href="#">A Touch Of The Father's Love Inc</a>	NC	\$265,256	Executive Di	\$21,724	<b>\$24,846</b>	2024
<a href="#">Bay Area American Indian Council</a>	CA	\$265,338	Executive Director	\$28,167	<b>\$26,922</b>	2024
<a href="#">Alcohol And Drug Abuse Council</a>	CA	\$265,389	Cfo	\$127,253	<b>\$125,219</b>	2023
<a href="#">Karunainc</a>	WI	\$265,501	Executive Di	\$76,846	<b>\$88,832</b>	2024
<a href="#">Civic Suds Corporation</a>	DC	\$264,208	President	\$75,000	<b>\$75,000</b>	2023
<a href="#">Nextgen Face Inc</a>	NY	\$264,127	Executive Director	\$50,000	<b>\$50,010</b>	2024
<a href="#">Outer Court Ministries Inc</a>	TX	\$264,120	President	\$12,816	<b>\$15,208</b>	2022
<a href="#">New Horizon Ranch Inc</a>	KS	\$264,077	President	\$59,906	<b>\$71,635</b>	2024
<a href="#">Strawberry Mansion Neighborhood Action Center</a>	PA	\$263,930	Executive Director	\$79,368	<b>\$87,607</b>	2024
<a href="#">Braided Wisdom Inc</a>	CA	\$266,071	Ceo & Executive Director	\$82,650	<b>\$78,996</b>	2024
<a href="#">Lanterns Global Inc</a>	CA	\$266,195	Ceo	\$16,220	<b>\$15,503</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Don Mills Achievement Center</a>	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	<b>\$77,826</b>	2023
<a href="#">Bless An Orphan</a>	FL	\$266,367	President	\$28,269	<b>\$30,263</b>	2023
<a href="#">The Place Of Hope At</a>	FL	\$266,473	Ceo	\$40,435	<b>\$42,045</b>	2024
<a href="#">Luke 14 Ministries</a>	TN	\$263,223	Chief Executive Officer	\$75,000	<b>\$87,260</b>	2024
<a href="#">Briggs &amp; Barrett Project</a>	NE	\$263,085	Executive Director	\$76,518	<b>\$91,095</b>	2024
<a href="#">Lexington House Of Elkhart Inc</a>	IN	\$266,652	Executive Di	\$68,719	<b>\$80,212</b>	2024
<a href="#">Hunger Resource Network</a>	IL	\$266,655	Development Director	\$93,076	<b>\$101,284</b>	2024
<a href="#">Laughing At My Nightmare Inc</a>	PA	\$266,898	Vice Pres/treas/secrty	\$64,200	<b>\$72,958</b>	2023
<a href="#">Lost Sparrows Inc</a>	IN	\$262,758	President	\$60,000	<b>\$70,036</b>	2024
<a href="#">Shalom Tikvah Inc</a>	MD	\$267,070	Board Chair	\$85,308	<b>\$88,279</b>	2024
<a href="#">Kaleidoscope Community Services Inc</a>	WA	\$267,220	Executive Dir.	\$23,577	<b>\$23,365</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **965** organizations. Compensation range \$349–\$236,470; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$264,864); for reference, expenses \$430,107 and assets \$1,235,625. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Carolyn Broady, reported title " <i>Administrator</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	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	<b>31<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>36<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>33<sup>rd</sup></b>
All sources (D + E + F), adjusted	<b>30<sup>th</sup></b>

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 (Carolyn Broady) 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 965 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$34,680 is reasonable (approximately the 31<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.