

# The Sanctuary Foundation

Executive Director / CEO

EIN 824476795

ND · NTEE F21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kerry Israel, Executive Director / CEO** (\$24,700) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kerry Israel — reported title "VICE PRESIDENT", 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 (F21).
BUDGET	Total revenue between \$65,366 and \$146,343 — 0.67x to 1.50x the subject's \$97,562 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**143** organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,269	\$16,783	\$34,188	\$49,381	\$62,509	\$24,700
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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 ND 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="#">Aish Seminars Inc</a>	MD	\$97,209	President	\$56,000	<b>\$47,708</b>	2024
<a href="#">Solide Inc</a>	TX	\$98,030	Ex Director	\$16,200	<b>\$14,767</b>	2024
<a href="#">Cla Homes I Corp</a>	VA	\$98,070	Executive Director	\$3,855	<b>\$3,305</b>	2025
<a href="#">Ocl Properties Iii West Inc</a>	NY	\$98,287	Chief Financial Officer	\$73,290	<b>\$60,348</b>	2024
<a href="#">Richardville Apartments Ii Inc</a>	IN	\$96,141	President	\$44,374	<b>\$42,641</b>	2024
<a href="#">Childrens Bereavement Center Of South</a>	TX	\$99,465	Staff Liaison	\$130,989	<b>\$119,399</b>	2024
<a href="#">Valley Of The Sun School Properties Six</a>	AZ	\$95,649	Board Member	\$19,940	<b>\$17,991</b>	2023
<a href="#">Watertower West Inc</a>	IN	\$99,521	Ex-officio & Regional Ceo	\$63,183	<b>\$62,509</b>	2023
<a href="#">A Right Heart Ministries Inc</a>	NY	\$95,429	Director	\$65,000	<b>\$55,103</b>	2023
<a href="#">Spf-iroch</a>	IL	\$99,742	President/ceo	\$30,975	<b>\$28,569</b>	2023
<a href="#">Lakeview Place Inc</a>	FL	\$100,580	Board Chair	\$11,777	<b>\$10,379</b>	2023
<a href="#">Burrell Housing Options Corporation</a>	MO	\$94,337	President And Ceo - Pfh	\$270,117	<b>\$268,402</b>	2023
<a href="#">Project Share Vii Inc</a>	NY	\$93,702	Executive Director	\$70,564	<b>\$59,820</b>	2023
<a href="#">A Change Of Mind Inc</a>	UT	\$93,500	President	\$6,538	<b>\$6,098</b>	2024
<a href="#">Star Community Support Services</a>	PA	\$102,740	Ceo	\$45,501	<b>\$41,348</b>	2024
<a href="#">Rays House Inc</a>	OK	\$103,050	Executive Dir.	\$12,030	<b>\$12,071</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Affinity Community Services</a>	IL	\$92,068	Executive Director	\$36,734	<b>\$32,908</b>	2024
<a href="#">Project Share Vi Inc</a>	NY	\$103,215	Executive Director	\$70,564	<b>\$59,820</b>	2023
<a href="#">The Foundation For Excellence In</a>	OR	\$103,363	Chief Administrative Offic	\$110,924	<b>\$93,867</b>	2024
<a href="#">Casa De Santa Maria Inc</a>	CO	\$91,512	Co Exec Director	\$5,000	<b>\$4,369</b>	2024
<a href="#">Mental Health Association Housing</a>	NY	\$91,257	Chief Administrative Officer	\$3,789	<b>\$3,120</b>	2024
<a href="#">Foundations In Recovery Inc</a>	CA	\$91,231	Exec Director	\$90,250	<b>\$71,014</b>	2024
<a href="#">Signature Health Ashtabula Nmtc Inc</a>	OH	\$91,186	President & Ceo	\$38,800	<b>\$37,447</b>	2024
<a href="#">Escalade Recovery Foundation</a>	CA	\$90,931	President Board Member	\$12,000	<b>\$9,721</b>	2023
<a href="#">Ocl Properties Vii Inc</a>	NY	\$104,552	Chief Financial Officer	\$73,290	<b>\$60,348</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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** 143 organizations. Compensation range \$247–\$268,402; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$97,562); for reference, expenses \$96,114 and assets \$282,997.

**ROLE MATCH** Kerry Israel, reported title "*VICE PRESIDENT*", 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	51 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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 (Kerry Israel) 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 143 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,700 is reasonable (approximately the 37<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.