

# Brunswick Partnership For Housing Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Sally Learned, Executive Director / CEO** (\$45,621) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Sally Learned — 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 (L41).

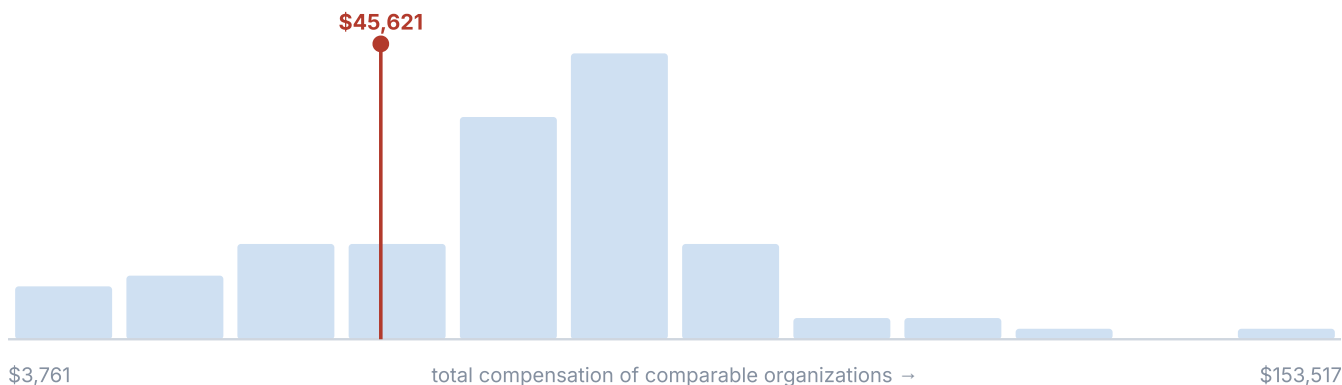
**BUDGET** Total revenue between \$263,458 and \$589,833 — 0.67x to 1.50x the subject's \$393,222 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

**92** organizations qualified on sector, size, and geography

→ **92** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,864	\$48,689	\$63,879	\$72,623	\$85,121	\$45,621
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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 NC 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="#">Unity Place Housing Inc</a>	FL	\$390,810	President	\$164,500	<b>\$153,517</b>	2024
<a href="#">Illinois Valley Family Coalition</a>	OR	\$390,371	Executive Di	\$27,302	<b>\$25,187</b>	2024
<a href="#">Community Service Alliance</a>	OH	\$387,851	Executive Di	\$83,067	<b>\$89,982</b>	2023
<a href="#">Tyson's Community Development Inc</a>	FL	\$404,069	Director	\$31,850	<b>\$29,724</b>	2024
<a href="#">Home Alliance Inc</a>	SC	\$404,404	Executive Director And Sec	\$74,250	<b>\$79,224</b>	2023
<a href="#">Family Promise Of Greene Co Oh</a>	OH	\$406,099	Facility Director	\$65,975	<b>\$71,468</b>	2023
<a href="#">Hospitality House</a>	WA	\$377,790	Executive Director	\$84,917	<b>\$77,756</b>	2023
<a href="#">1960 Community Hope Center</a>	TX	\$377,665	Exec Director	\$81,497	<b>\$80,985</b>	2024
<a href="#">Phoenix Recovery Institute</a>	OK	\$409,370	Program Director	\$61,659	<b>\$67,447</b>	2024
<a href="#">Connections Of Cumberland County Inc</a>	NC	\$367,010	Executive Director	\$81,000	<b>\$83,143</b>	2024
<a href="#">Clinton County Services For The Homeless</a>	OH	\$366,995	Ex Director	\$69,750	<b>\$73,389</b>	2024
<a href="#">The Resilient Place</a>	TX	\$365,512	President	\$12,600	<b>\$12,890</b>	2023
<a href="#">Windham Region No Freeze Project</a>	CT	\$364,670	Executive Di	\$54,656	<b>\$52,412</b>	2023
<a href="#">Family Promise - Salt Lake</a>	UT	\$361,894	Executive Director	\$91,799	<b>\$93,335</b>	2024
<a href="#">Leavenworth Interfaith Community Of Hope</a>	KS	\$424,624	Executive Director	\$66,000	<b>\$70,832</b>	2024
<a href="#">Hope Haven Ministries Inc</a>	TN	\$429,651	Executive Director	\$50,000	<b>\$52,211</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Promise Of Shenandoah County Inc</a>	VA	\$429,921	Executive Director	\$72,088	<b>\$69,145</b>	2024
<a href="#">Catalyst Rescue Mission Inc</a>	IN	\$432,694	Board Member	\$16,800	<b>\$18,120</b>	2023
<a href="#">Gracebound Inc</a>	CA	\$433,413	President	\$48,156	<b>\$41,309</b>	2024
<a href="#">5812 Rescue</a>	OH	\$349,616	Co-director	\$30,000	<b>\$32,497</b>	2023
<a href="#">Family Promise Of Knoxville</a>	TN	\$349,354	Executive Director	\$68,488	<b>\$71,516</b>	2024
<a href="#">Sarah Jane Bentley Foundation</a>	PA	\$438,266	Executive Dir	\$100,300	<b>\$99,364</b>	2024
<a href="#">Peace Valley Haven Inc</a>	NY	\$348,083	Director	\$66,340	<b>\$61,311</b>	2023
<a href="#">Crestview Area Shelter For The Homeless</a>	FL	\$347,760	President	\$22,780	<b>\$21,259</b>	2024
<a href="#">Moravian Open Door Inc</a>	NY	\$438,968	Executive Director	\$74,865	<b>\$67,205</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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	92 organizations. Compensation range \$3,761–\$153,517; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$393,222); for reference, expenses \$313,873 and assets \$939,912.
ROLE MATCH	Sally Learned, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	18 <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 (Sally Learned) 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 92 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,621 is reasonable (approximately the 24<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 10, 2026.