

Parasol Cooperative Foundation

Executive Director / CEO

EIN 851859235

NJ · NTEE P43

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Sandy Skelaney, Executive Director / CEO** (\$60,601) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

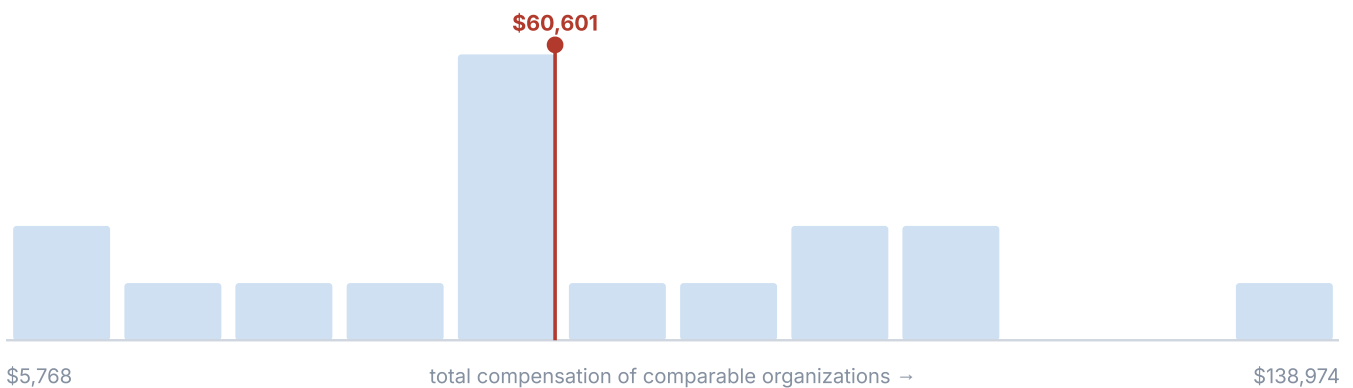
Benchmarked executive: Sandy Skelaney — reported title "DIRECTOR/COO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P43).
BUDGET	Total revenue between \$130,826 and \$292,896 — 0.67x to 1.50x the subject's \$195,264 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,157	\$42,922	\$57,506	\$83,593	\$96,612	\$60,601
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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 NJ 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
Project Safe Inc	WY	\$194,110	Executive Di	\$47,940	\$56,014	2025
Adams Wells Crisis Center	IN	\$180,992	Executive Director	\$18,450	\$21,792	2024
Emmaus House	CA	\$179,940	Executive Dir.	\$89,813	\$86,862	2024
Battered Women's Resource Center Inc	NY	\$179,671	Executive Director	\$79,264	\$80,222	2024
The Shelter For Women Inc	CT	\$178,333	President	\$89,424	\$96,682	2023
Whispers Of Love Hope & Joy Inc	IA	\$217,602	President	\$35,000	\$42,922	2024
The Safe Alliance Facilities Holdings	TX	\$220,880	Chief Executive Officer	\$9,108	\$10,204	2024
Goshen County Task Force On Family	WY	\$221,894	Administrato	\$54,338	\$65,170	2024
Stone County Abuse Prevention Inc	AR	\$236,999	Executive Director	\$45,056	\$55,262	2025
Arlington Life Shelter Real Estate	TX	\$242,785	President & Ceo	\$5,000	\$5,768	2023
Domestic Harmony Foundation	NY	\$137,452	Client Advocate	\$28,050	\$28,389	2024
Nora's Haven	RI	\$262,544	Chief Executive Officer	\$129,403	\$138,974	2024
Austin Street Real Estate	TX	\$265,300	President & Ceo	\$51,328	\$57,506	2024
Safe Refuge For Children And Families	CA	\$276,760	Executive Director	\$59,713	\$57,751	2024
Safe Haven Of Person County	NC	\$278,411	Director	\$83,441	\$96,565	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Opening Doors For Women In Need	TX	\$288,267	Executive Director-ceo	\$44,160	\$50,937	2023
Child And Family Advocacy Center Of	MN	\$291,764	Executive Director	\$75,533	\$83,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	17 organizations. Compensation range \$5,768–\$138,974; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$195,264); for reference, expenses \$267,473 and assets \$2,471.
ROLE MATCH	Sandy Skelaney, reported title <i>"DIRECTOR/COO"</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	4 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	59 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	41 st

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 (Sandy Skelaney) 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 17 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,601 is reasonable (approximately the 59th 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.