

# 21st Century Alliance

Executive Director / CEO

EIN 861554172

CA · NTEE W99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Brennan, Executive Director / CEO** (\$252,054) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

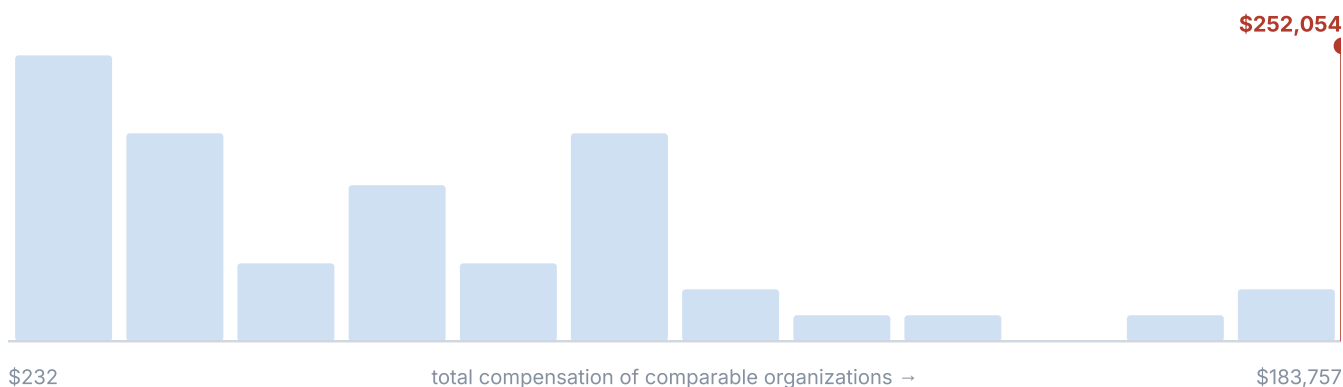
**Benchmarked executive:** Brian Brennan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$127,992 and \$286,551 — 0.67x to 1.50x the subject's \$191,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

**46** organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,406	\$16,352	\$48,570	\$80,451	\$112,069	<b>\$252,054</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 CA 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="#">Main Line Cycle Center</a>	MN	\$194,224	Executive Director	\$35,984	<b>\$41,177</b>	2023
<a href="#">Lyon County Historical Society</a>	MN	\$197,720	Executive Di	\$41,709	<b>\$47,728</b>	2023
<a href="#">Through The Trees</a>	NC	\$183,310	Executive Di	\$27,388	<b>\$31,832</b>	2024
<a href="#">Grandmother Collective Inc</a>	MA	\$181,647	Executive Director	\$80,557	<b>\$81,428</b>	2024
<a href="#">Civic Momentum</a>	MN	\$200,628	Director, Ceo, And Coo	\$70,000	<b>\$80,102</b>	2023
<a href="#">Allied Communities Of Tulsa Inspiring</a>	OK	\$201,803	Senior Organizer	\$71,500	<b>\$91,177</b>	2023
<a href="#">Great Bend Center For Music</a>	WA	\$202,114	Director	\$56,250	<b>\$58,322</b>	2023
<a href="#">Barrios Unidos</a>	NM	\$179,237	President And Executive Director	\$39,670	<b>\$49,412</b>	2023
<a href="#">Pasos For Oak Cliff</a>	TX	\$204,656	Executive Director	\$1,044	<b>\$1,209</b>	2023
<a href="#">Mashup Nashville</a>	TN	\$205,448	Chief Executive Officer	\$18,960	<b>\$23,080</b>	2023
<a href="#">The Steel Horse Rally Inc</a>	AR	\$205,571	President	\$145,333	<b>\$183,757</b>	2024
<a href="#">New Americans Initiative</a>	KY	\$207,754	Director Of Operations	\$99,680	<b>\$120,463</b>	2024
<a href="#">The South County News</a>	MI	\$207,769	President	\$14,245	<b>\$16,539</b>	2024
<a href="#">Values To Action</a>	OR	\$208,951	Trustee	\$15,593	<b>\$16,289</b>	2024
<a href="#">Arise &amp; Go</a>	CA	\$211,406	President	\$79,793	<b>\$77,504</b>	2024
<a href="#">Sandy Springs Arts Foundation Inc</a>	GA	\$212,856	Foundation Mgr.	\$85,000	<b>\$96,136</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wyoming Family Alliance</a>	WY	\$165,943	Ceo/executive Director	\$34,489	<b>\$41,543</b>	2024
<a href="#">People Matter</a>	IL	\$216,495	Co-president	\$58,880	<b>\$63,435</b>	2025
<a href="#">Celebrate Me Week</a>	MN	\$217,117	Camp Administrator	\$10,897	<b>\$12,470</b>	2023
<a href="#">Crockett Mission</a>	TN	\$218,254	Ceo	\$8,250	<b>\$10,043</b>	2023
<a href="#">Nine Muses Foundation</a>	NY	\$220,069	Executive Director	\$157,199	<b>\$164,504</b>	2023
<a href="#">Victims Of Milwaukee Violence Burial Fund Inc</a>	WI	\$161,810	Executive Director	\$11,400	<b>\$13,392</b>	2024
<a href="#">Fraternal Order Of Eagles</a>	WA	\$161,403	Lead Maintenance	\$20,806	<b>\$20,953</b>	2024
<a href="#">Banda Health</a>	TX	\$221,053	President	\$69,048	<b>\$77,693</b>	2024
<a href="#">Rhode Island Coalition For Children &amp; Families Education Fund Inc</a>	RI	\$224,854	Executive Director	\$96,121	<b>\$103,675</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	<b>46</b> organizations. Compensation range \$232–\$183,757; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$191,034); for reference, expenses \$365,922 and assets \$291,313. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Brian Brennan, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Brian Brennan) 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 46 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$252,054 is reasonable (approximately the 100<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.