

# Breathedeep Inc

Executive Director / CEO

EIN 862855774  
 NY · NTEE E70  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Melany Silas, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Melany Silas — reported title "DIRECTOR", 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 (E70).
BUDGET	Total revenue between \$330,303 and \$739,486 — 0.67x to 1.50x the subject's \$492,991 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

**131** organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,710	\$61,744	\$88,673	\$122,865	\$166,676	\$40,000
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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 NY 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="#">Chatham County Safety Net Planning</a>	GA	\$492,315	Executive Director	\$64,537	<b>\$71,812</b>	2023
<a href="#">Eve's Hope</a>	FL	\$491,099	Executive Director	\$59,358	<b>\$61,709</b>	2023
<a href="#">Bcauseican Inc</a>	MD	\$490,070	Ceo	\$90,563	<b>\$93,698</b>	2023
<a href="#">Triple H Equitherapy Center</a>	TX	\$489,615	Executive Director	\$60,090	<b>\$66,519</b>	2023
<a href="#">Southside Coalition Of Community</a>	CA	\$499,181	Executive Dir.	\$175,088	<b>\$158,324</b>	2025
<a href="#">Kentuckiana Health Collaborative</a>	KY	\$485,421	President And Ceo	\$137,000	<b>\$162,886</b>	2023
<a href="#">Center For Health And Hope</a>	CO	\$502,619	Executive Director	\$15,633	<b>\$16,112</b>	2024
<a href="#">Living For Zachary</a>	TX	\$502,837	Executive Dir.	\$85,738	<b>\$89,813</b>	2025
<a href="#">At Ease Usa</a>	NE	\$503,643	Executive Director	\$99,243	<b>\$114,737</b>	2024
<a href="#">To Life Inc</a>	NY	\$505,574	Exec. Direct	\$90,502	<b>\$87,906</b>	2024
<a href="#">Universal Health Care Action</a>	OH	\$505,595	Executive Di	\$82,641	<b>\$94,086</b>	2024
<a href="#">Foundation For Healthy Generations</a>	WA	\$507,681	Executive Dir.	\$176,939	<b>\$170,280</b>	2024
<a href="#">Black Hills Health And Education Center</a>	SD	\$509,903	President	\$23,078	<b>\$27,378</b>	2024
<a href="#">Tucson Interfaith Hivaidis Network</a>	AZ	\$472,633	Executive Director	\$98,575	<b>\$104,913</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gyedi Project</a>	CO	\$472,144	Executive Director	\$181,438	<b>\$182,188</b>	2025
<a href="#">Washington Restaurant Association</a>	WA	\$514,416	President And Ceo	\$40,102	<b>\$38,592</b>	2024
<a href="#">American Muslim Health Professionals</a>	IL	\$469,756	Executive Dir.	\$80,000	<b>\$84,541</b>	2024
<a href="#">Do Care Doula Foundation Inc</a>	DE	\$469,474	Executive Director	\$2,225	<b>\$2,342</b>	2024
<a href="#">Mission Regan Inc</a>	TX	\$517,007	Executive Director	\$55,453	<b>\$61,386</b>	2023
<a href="#">Sarah Mclean Foundation</a>	OK	\$468,860	Executive Director	\$75,101	<b>\$91,516</b>	2023
<a href="#">Henry Ford Macomb Medical Staff</a>	MI	\$520,445	President	\$115,500	<b>\$128,145</b>	2024
<a href="#">Public Health Council Of The Upper Valley</a>	NH	\$523,914	Executive Director	\$81,088	<b>\$82,859</b>	2023
<a href="#">Brain Support Network</a>	CA	\$458,964	President/ceo	\$103,667	<b>\$96,222</b>	2024
<a href="#">Minnesota Community Health Worker</a>	MN	\$528,116	Associate Ex	\$122,540	<b>\$133,997</b>	2023
<a href="#">Lets Smile</a>	MN	\$457,806	Executive Director	\$74,250	<b>\$78,863</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	131 organizations. Compensation range \$111–\$2,724,505; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$492,991); for reference, expenses \$328,473 and assets \$0.
ROLE MATCH	Melany Silas, reported title "DIRECTOR", 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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Melany Silas) 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 131 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 14<sup>th</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.