

# The Pavilion At Brookmeade Inc

Executive Director / CEO

EIN 870926955

NY · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Zobel, Executive Director / CEO** (\$42,427) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Karen Zobel — reported title "ADMISTRATOR/ CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

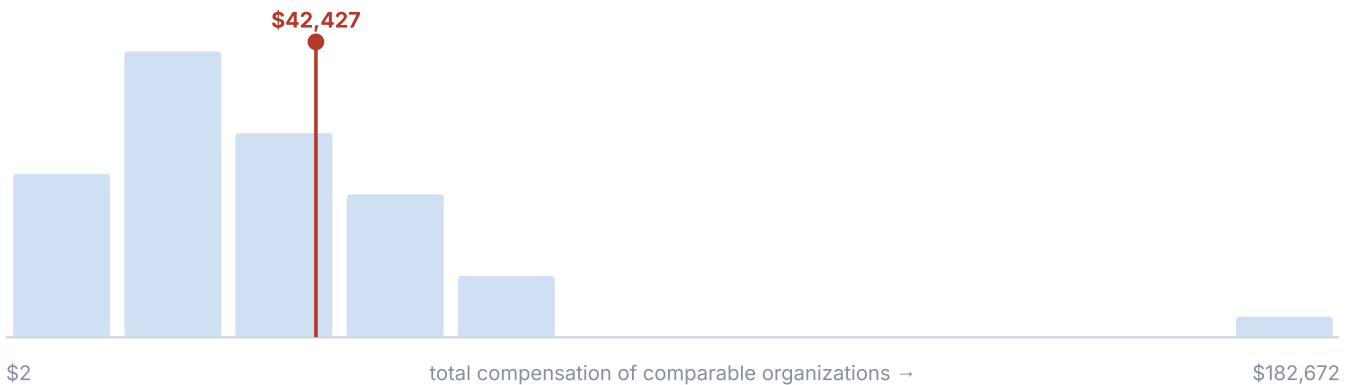
**BUDGET** Total revenue between \$57,603 and \$128,964 — 0.67x to 1.50x the subject's \$85,976 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

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

→ **43** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,943

\$17,539

\$30,094

\$45,174

\$58,827

**\$42,427**



## ● 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="#">Stonebridge Movin' Out Inc</a>	WI	\$84,998	Ceo	\$16,577	<b>\$19,159</b>	2023
<a href="#">On With Life Supportive Housing Cor</a>	IA	\$83,893	Exec Directo	\$33,703	<b>\$40,838</b>	2023
<a href="#">Beans And Rice Inc</a>	VA	\$83,362	Executive Director	\$40,000	<b>\$41,514</b>	2024
<a href="#">Valley Of The Sun School Properties One</a>	AZ	\$88,981	Board Member	\$18,515	<b>\$19,140</b>	2024
<a href="#">Helping The Behaviorally Challenging</a>	CA	\$89,112	President And Ceo	\$30,000	<b>\$27,845</b>	2024
<a href="#">Wood County Village Inc</a>	OH	\$82,210	President/ceo	\$44,493	<b>\$52,151</b>	2023
<a href="#">California Teachers Association Disaster</a>	CA	\$82,148	Trustee	\$63,523	<b>\$58,961</b>	2024
<a href="#">Woods Foundation Of New Jersey Inc</a>	NJ	\$89,961	Treasurer	\$30,458	<b>\$30,094</b>	2023
<a href="#">Maxcen Housing Society Inc Wisconsin Branch</a>	WI	\$81,836	Ceo	\$5,188	<b>\$5,824</b>	2024
<a href="#">Webster Street Ii Inc</a>	MA	\$79,081	President And Ceo	\$63,709	<b>\$63,356</b>	2023
<a href="#">Neurostrong Wellness And Fitness</a>	TX	\$94,461	President	\$21,184	<b>\$22,778</b>	2024
<a href="#">Muggsy Bagues Family Foundation</a>	NC	\$76,312	Executive Dir.	\$33,200	<b>\$37,963</b>	2023
<a href="#">The Youth And Family Alternatives Inc</a>	FL	\$76,176	Chief Executive Officer	\$18,030	<b>\$18,207</b>	2024
<a href="#">Love On 4 Paws Inc</a>	CA	\$97,619	Admin Assistant	\$18,175	<b>\$16,870</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Smart Women Smart Money Educational Foundation</a>	IL	\$98,289	President	\$29,500	<b>\$31,175</b>	2024
<a href="#">White Oak Housing Foundation</a>	CA	\$98,433	Ceo	\$61,000	<b>\$58,291</b>	2023
<a href="#">Rise Together Ministries</a>	MO	\$73,112	Director	\$28,800	<b>\$33,757</b>	2023
<a href="#">I Am That Woman Movement Inc Nfp</a>	IL	\$101,531	Ceo And Founder	\$1,099	<b>\$1,196</b>	2023
<a href="#">Just Keep Smiling Inc</a>	AL	\$69,842	Founder/dire	\$2,400	<b>\$2,869</b>	2023
<a href="#">Friends Of Gwinnett County Seniors Services Inc</a>	GA	\$69,043	Director	\$2	<b>\$2</b>	2023
<a href="#">Nami Athens Ohio</a>	OH	\$68,490	Exec Director	\$38,730	<b>\$44,094</b>	2024
<a href="#">West Street Corporation</a>	MA	\$68,223	President And Ceo	\$63,709	<b>\$63,356</b>	2023
<a href="#">Malayaka House Inc</a>	VT	\$67,288	President	\$35,000	<b>\$37,867</b>	2024
<a href="#">Homewerks Np</a>	CA	\$105,454	President	\$35,640	<b>\$33,080</b>	2024
<a href="#">By Provision</a>	AL	\$65,242	Executive Di	\$44,300	<b>\$52,963</b>	2023

**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** 43 organizations. Compensation range \$2–\$182,672; filing years 2022–2024.

**SIZE BASIS** Matched on total revenue (\$85,976); for reference, expenses \$269,559 and assets \$1,074,918. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Karen Zobel, reported title <i>"ADMISTRATOR/ CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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 (Karen Zobel) 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 43 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,427 is reasonable (approximately the 72<sup>nd</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.