

Culpeper Adult Day Care Center Inc

Executive Director / CEO

EIN 873197104

VA · NTEE E80

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sara Amos, Executive Director / CEO** (\$62,250) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Sara Amos — 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 (E80).

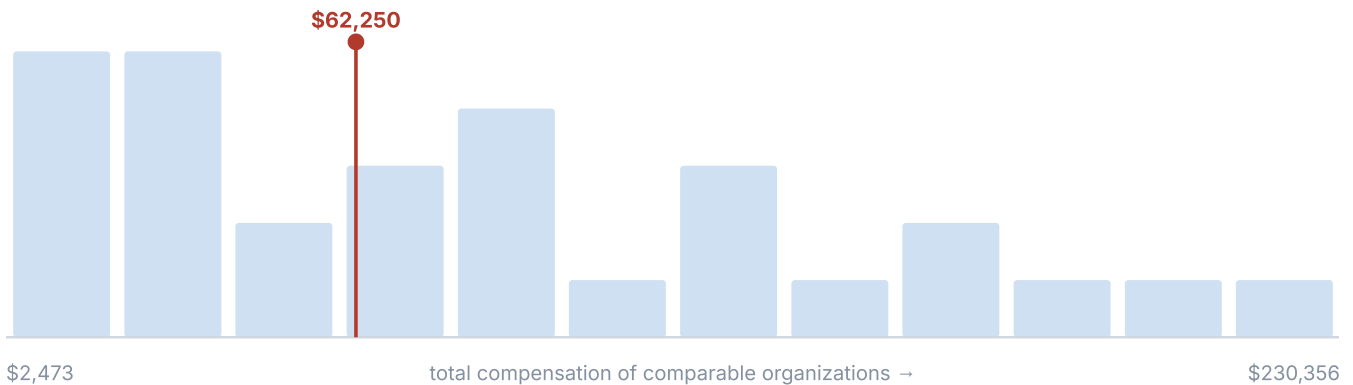
BUDGET Total revenue between \$230,831 and \$516,787 — 0.67x to 1.50x the subject's \$344,525 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,433

\$29,590

\$76,785

\$124,836

\$172,502

\$62,250



● 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 VA 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
Peak Health Alliance	CO	\$341,570	Exec Dir-beg	\$57,000	\$58,104	2024
Christiana Care West Grove Inc	DE	\$355,825	Director, President & Ceo	\$214,949	\$230,356	2023
Carepoint Clinic	WA	\$357,518	Executive Director	\$33,082	\$32,417	2023
Better Health Of Cumberland County Inc	NC	\$361,831	Executive Director	\$70,403	\$75,341	2025
Business For Health Solutions International Inc	NY	\$367,837	Ceo And Board Member	\$144,246	\$138,568	2024
C-tac Innovations Inc	DC	\$319,832	Executive Director	\$138,360	\$129,075	2024
Texhealth Central Texas	TX	\$318,553	President And Ceo	\$157,834	\$167,844	2024
Medical Research Analytics And	IL	\$371,208	Secretary	\$4,125	\$4,311	2024
Kickin Cancer In Sublette County	WY	\$314,746	Secretary	\$18,465	\$21,641	2023
Napa County Bicycle Coalition	CA	\$312,072	Executive Director	\$89,125	\$81,815	2024
Community Life Support Inc	FL	\$301,597	Chairman	\$125,000	\$124,836	2024
Greater Gift Initiative Inc	NC	\$301,369	Ceo	\$138,750	\$156,912	2023
Reproductive Freedom Fund Of New Hampshire	NH	\$397,166	Executive Director	\$70,000	\$68,713	2024
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$91,501	2023
Love Button Global Movement	CA	\$413,096	Executive Director	\$36,000	\$33,048	2024
Advocates For Better Health	MN	\$423,545	Executive Di	\$114,741	\$120,530	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Akron Bar Foundation	OH	\$423,717	Executive Di	\$6,825	\$7,487	2025
Tepeyac Qalibc Inc	CO	\$424,150	President	\$20,098	\$20,488	2024
Ucare Iowa	MN	\$259,544	President & Ceo	\$188,405	\$197,910	2024
Sunflower Health Network Inc	KS	\$256,817	Executive Director	\$25,764	\$29,590	2024
Mcamericas Realty Inc	TX	\$252,007	Ceo And Cfo	\$21,709	\$23,085	2024
Southeast Pennsylvania Area Health	PA	\$249,589	Executive Di	\$101,250	\$110,511	2023
Nash Education Corporation	PA	\$245,503	Executive Dir.	\$77,500	\$82,162	2024
Hyp-access Inc	NY	\$236,566	Pres./co-chair	\$2,500	\$2,473	2023
Honoring Choices	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	\$76,785	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	29 organizations. Compensation range \$2,473–\$230,356; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$344,525); for reference, expenses \$306,398 and assets \$279,702.
ROLE MATCH	Sara Amos, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	21 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 (Sara Amos) 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 29 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,250 is reasonable (approximately the 41st 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.