

# Brown Hudner Navy Scholarship Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Edward W Probert Jr, Executive Director / CEO** (\$17,102) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Edward W Probert Jr — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

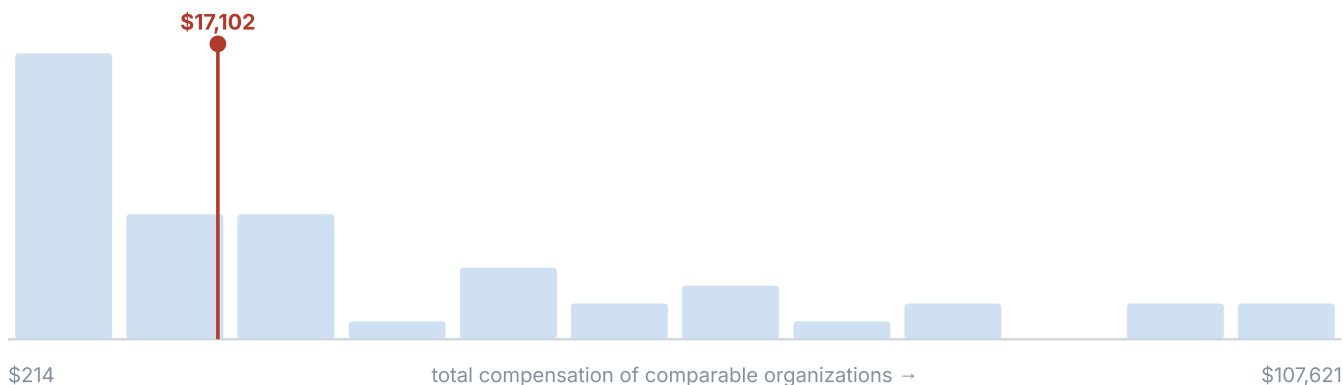
**SECTOR** Organizations sharing the subject's NTEE classification (B12).

**BUDGET** Total revenue between \$9,362 and \$20,961 — 0.67x to 1.50x the subject's \$13,974 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,062	\$6,463	\$18,216	\$43,591	\$73,433	\$17,102
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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 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
<a href="#">Sherburne Area Local Development</a>	NY	\$14,098	Ceo	\$40,316	<b>\$37,731</b>	2023
<a href="#">Bpi Foundation</a>	DC	\$13,731	President	\$62,707	<b>\$56,991</b>	2023
<a href="#">Act For Women And Girls</a>	CA	\$14,279	Executive Director	\$85,544	<b>\$72,393</b>	2025
<a href="#">Believers Achieve Dreams</a>	OH	\$13,607	Exec. Director	\$500	<b>\$533</b>	2024
<a href="#">Green Street Academy Foundation Inc</a>	MD	\$14,490	Former Board Trustee	\$6,221	<b>\$6,024</b>	2023
<a href="#">Dylan Matz Foundation</a>	PA	\$13,197	Trustee	\$13,333	<b>\$13,375</b>	2024
<a href="#">Energetics Education</a>	CO	\$14,775	Director	\$100,000	<b>\$99,310</b>	2023
<a href="#">Lorain County Community College</a>	OH	\$12,873	President	\$42,622	<b>\$45,413</b>	2024
<a href="#">Robinson Library Endowment</a>	IL	\$12,801	Trustee	\$24,369	<b>\$23,480</b>	2025
<a href="#">Global Ou Inc</a>	OK	\$15,315	Director/president	\$41,707	<b>\$47,564</b>	2023
<a href="#">Fred And Gertrude England Hospitality</a>	NY	\$15,358	Treasurer	\$6,960	<b>\$6,514</b>	2023
<a href="#">Syracuse University Alumni</a>	NY	\$12,585	Interim Treasurer	\$20,773	<b>\$19,441</b>	2023
<a href="#">The Collaborative Charter Services</a>	CA	\$15,428	Chief Executive Officer	\$5,361	<b>\$4,794</b>	2023
<a href="#">Read Aloud America Inc</a>	HI	\$15,520	Vice-preside	\$9,325	<b>\$8,647</b>	2023
<a href="#">Univ Of South Alabama Foundation</a>	AL	\$15,718	Director/pre	\$62,942	<b>\$68,404</b>	2024
<a href="#">Edward J Robson Family Foundation</a>	AZ	\$15,882	President	\$924	<b>\$893</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Readyssetexcel Inc</a>	CA	\$12,000	President	\$10,500	<b>\$8,886</b>	2025
<a href="#">Grand Valley Research Corporation</a>	MI	\$16,064	President	\$38,948	<b>\$40,441</b>	2024
<a href="#">American Schools Association Inc</a>	NV	\$16,138	Chairman	\$42,000	<b>\$41,259</b>	2025
<a href="#">Southern Association Of Colleges</a>	GA	\$16,218	President	\$72,013	<b>\$74,992</b>	2023
<a href="#">Reformation Seminary</a>	AZ	\$16,407	Ceo	\$15,000	<b>\$14,512</b>	2024
<a href="#">West Hills Christian School Foundation</a>	OR	\$16,427	Director	\$6,981	<b>\$6,714</b>	2023
<a href="#">Detroit Musicians Fund</a>	MI	\$16,522	Chair	\$1,131	<b>\$1,175</b>	2024
<a href="#">Pacb Foundation</a>	PA	\$11,406	President/ceo	\$18,372	<b>\$18,975</b>	2023
<a href="#">Huntington Beach City School District</a>	CA	\$16,902	President	\$11,027	<b>\$9,579</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>47</b> organizations. Compensation range \$214–\$107,621; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$13,974); for reference, expenses \$308,088 and assets \$299,120. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Edward W Probert Jr, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Edward W Probert Jr) 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 47 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,102 is reasonable (approximately the 49<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.