

Puzzle Piece Pastries

Executive Director / CEO

EIN 881783284
 GA · NTEE J22
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brittany Chadwick, Executive Director / CEO** (\$49,831) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Brittany Chadwick — 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

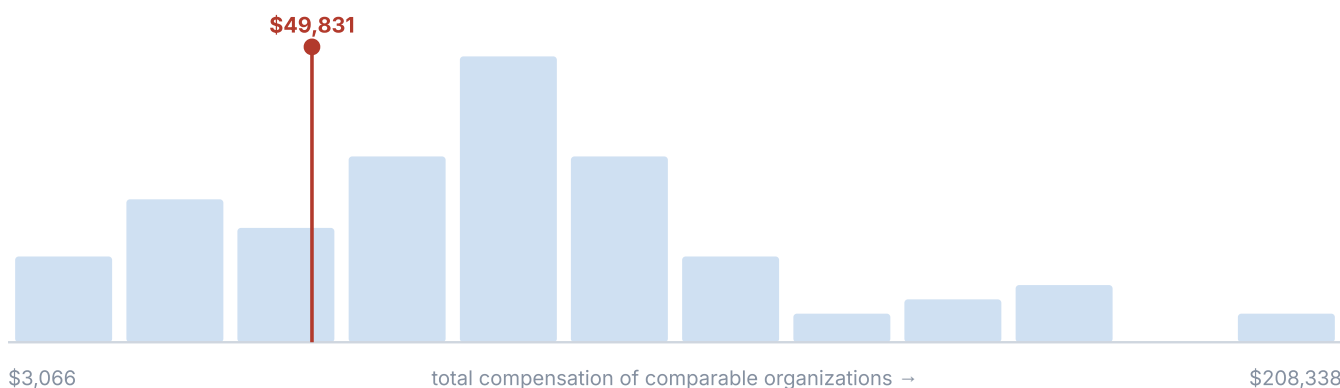
SECTOR Organizations sharing the subject's NTEE classification (J22).

BUDGET Total revenue between \$283,324 and \$634,309 — 0.67x to 1.50x the subject's \$422,873 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J22), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,420	\$52,406	\$75,154	\$94,204	\$140,040	\$49,831
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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 GA 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
Uaw Center For Manufacturing A Green	CA	\$422,693	Executive Dir.	\$59,707	\$51,276	2024
United Methodist College	VA	\$412,993	Dean And Exec Director	\$105,060	\$98,286	2025
Torch 180	MI	\$405,826	President	\$63,250	\$64,929	2024
Ironworkers 549 Joint Apprenticeship Training Fund	WV	\$405,210	President	\$64,084	\$69,008	2024
Conexion Inc	MA	\$404,349	Executive Director	\$137,960	\$123,297	2024
Southwest Alabama Workforce	AL	\$441,919	Executive Di	\$199,033	\$208,338	2025
Technical Training & Safety	ND	\$442,568	Exec Directo	\$85,696	\$91,120	2025
New Century Foundation	VA	\$443,191	President	\$81,424	\$80,499	2023
Attleboro Area School To Career	MA	\$401,358	Executive Direc	\$25,568	\$22,262	2025
Lafayette Electrical Joint Apprenticeship & Training Committee	IN	\$444,967	Training Coordinator	\$70,005	\$73,422	2024
Jobs Of Hope Inc	CO	\$446,303	Executive Director	\$65,849	\$64,652	2023
United Plant & Production Workers	NY	\$448,179	Fund Admin	\$92,072	\$85,189	2023
Plumbers & Pipefitters Apprenticeship	WY	\$450,707	Training Director	\$195,160	\$207,841	2024
Reach Out First Inc	NC	\$394,049	Executive Director	\$71,366	\$73,338	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homeaid Austin Inc	TX	\$454,432	Executive Director	\$90,017	\$89,554	2024
Young Leaders Council	TN	\$388,792	Executive Director	\$88,250	\$92,257	2024
Propel Network Inc	NY	\$381,193	Educational Consultant	\$83,000	\$74,592	2024
We Are Hope Inc	WI	\$466,247	Executive Director	\$67,173	\$69,770	2024
Urban Ed Inc	DC	\$379,011	President	\$106,855	\$93,257	2024
Heartfelt Tidbits Inc	OH	\$378,304	Executive Di	\$80,500	\$84,797	2024
Embodywise	CA	\$469,938	President	\$22,000	\$19,452	2023
Hampton Roads Electrical Joint Apprent	VA	\$473,472	Director	\$119,460	\$114,715	2024
Valley Contractors Workforce Foundation	CA	\$474,500	Executive Dir.	\$78,974	\$67,822	2024
Youth Design Center Inc	NY	\$475,323	Executive Director	\$126,955	\$114,094	2024
The Rocky Mountain Mining Institute	CO	\$475,435	Executive Director	\$152,652	\$145,576	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2024 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 GA 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 **87** organizations. Compensation range \$3,066–\$208,338; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$422,873); for reference, expenses \$411,455 and assets \$229,415.
ROLE MATCH	Brittany Chadwick, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	20 th

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 (Brittany Chadwick) 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 87 similarly situated organizations (Same NTEE sector (J22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,831 is reasonable (approximately the 23rd 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.