

# Safe Alternative Foundation For

Executive Director / CEO

This analysis benchmarks the total compensation of **Van Brooks, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

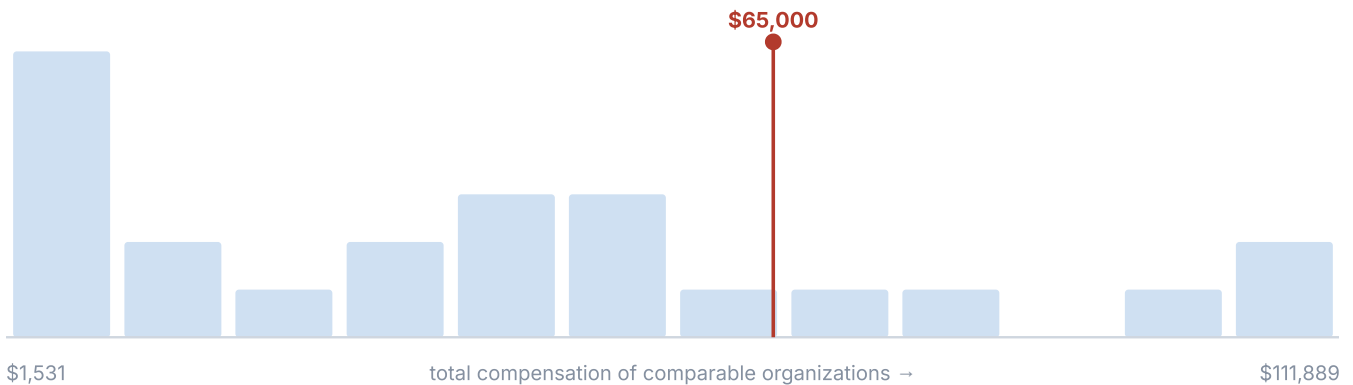
**Benchmarked executive:** Van Brooks — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P19).
BUDGET	Total revenue between \$241,186 and \$539,970 — 0.67x to 1.50x the subject's \$359,980 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P19), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,853	\$11,995	\$39,099	\$58,679	\$97,982	\$65,000
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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 MD 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="#">Equal Rights Institute</a>	NC	\$360,912	Executive Dir.	\$102,781	<b>\$110,335</b>	2024
<a href="#">St Mary's Villa At Riverview Ii Inc</a>	CO	\$353,883	Director	\$34,463	<b>\$35,347</b>	2023
<a href="#">Roots 2empower</a>	RI	\$352,772	President	\$56,700	<b>\$56,485</b>	2024
<a href="#">Life House</a>	TX	\$368,305	Executive Director	\$14,568	<b>\$15,140</b>	2024
<a href="#">Everymom Nfp</a>	IL	\$342,510	Pres&exec. Dir	\$50,769	<b>\$51,855</b>	2024
<a href="#">Sea Change Yoga</a>	ME	\$325,842	Director	\$8,390	<b>\$8,728</b>	2024
<a href="#">Neon Real Estate Holding Company</a>	MN	\$399,999	President	\$38,459	<b>\$39,482</b>	2024
<a href="#">Esarc Inc</a>	NJ	\$408,893	President	\$35,882	<b>\$33,285</b>	2024
<a href="#">Unico National Inc</a>	NJ	\$409,643	Auditor	\$1,650	<b>\$1,531</b>	2024
<a href="#">Christian Alliance For Orphans</a>	VA	\$428,341	President	\$85,846	<b>\$83,896</b>	2025
<a href="#">Gesmv West Campus Center</a>	OH	\$429,948	President	\$8,042	<b>\$8,849</b>	2024
<a href="#">Rmdc Eagle Rock Inc</a>	MT	\$443,756	Director	\$13,504	<b>\$15,570</b>	2023
<a href="#">Jewish Healing And Hospice Center</a>	CA	\$274,725	Exec Director,ceo,director	\$109,897	<b>\$101,503</b>	2023
<a href="#">Odc Foundation Inc</a>	WI	\$266,992	President	\$7,800	<b>\$8,463</b>	2024
<a href="#">Columbia County Mental Retardation</a>	NY	\$265,390	Ceo	\$4,209	<b>\$3,951</b>	2024
<a href="#">Simple Needs Ga Inc</a>	GA	\$466,614	President	\$42,000	<b>\$45,171</b>	2023
<a href="#">Valleycast Inc</a>	MA	\$252,652	President & Ceo	\$29,151	<b>\$28,019</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Forever Family Inc</a>	GA	\$246,223	Ceo	\$38,419	<b>\$39,099</b>	2025
<a href="#">Red Tail Academy Inc</a>	KS	\$244,036	Executive Director	\$3,077	<b>\$3,454</b>	2024
<a href="#">Selahs Center Of Hope Inc</a>	MI	\$241,834	Ceo Executor Director	\$45,600	<b>\$48,900</b>	2024
<a href="#">The Center For Volunteer Caregiving</a>	NC	\$483,667	Executive Director	\$106,986	<b>\$111,889</b>	2025
<a href="#">Iniciativa Guatemala</a>	VA	\$508,728	President/executive Direct	\$68,017	<b>\$68,231</b>	2024
<a href="#">Fox Fellowship</a>	NV	\$510,041	Director	\$60,000	<b>\$60,873</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	23 organizations. Compensation range \$1,531–\$111,889; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$359,980); for reference, expenses \$347,701 and assets \$1,167,309.
ROLE MATCH	Van Brooks, reported title " <i>President &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	<b>78<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Van Brooks) 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 23 similarly situated organizations (Same NTEE sector (P19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 78<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.