

The Salter Family Charitable Foundation

Executive Director / CEO

EIN 953924344
 CA · NTEE T90Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ellen Rosen, Executive Director / CEO** (\$35,872) against **every comparable organization** that fit the selection criteria — **181** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Ellen Rosen — reported title “SECRETARY”, 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 (T90Z).
BUDGET	Total revenue between \$45,590 and \$102,069 — 0.67x to 1.50x the subject's \$68,046 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

181 organizations qualified on sector, size, and geography → **181** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$4,068	\$10,982	\$25,046	\$40,533	\$78,555	\$35,872
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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 CA 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
United Way Of Southern Columbiana	OH	\$67,340	Exec. Direct	\$19,100	\$22,756	2024
The Wilbur Marvin Foundation	LA	\$68,806	Director/braf Pres/ceo	\$81,568	\$101,031	2024
Music For All Foundation	IN	\$67,193	President	\$21,429	\$25,419	2024
Daniel And Francine Scinto Foundation	CA	\$67,168	Secretary	\$6,661	\$6,661	2023
Gay Lesbian Bisexual Transgender Chamber	TX	\$69,044	President/ceo	\$10,385	\$11,685	2024
Eastside Area Community Foundation	IN	\$66,933	Executive Di	\$10,500	\$12,456	2024
The Good Fight Foundation Inc	LA	\$69,239	Vp / Treasur	\$30,000	\$38,256	2023
United Way Of Obion County	TN	\$69,304	Secretary/exec Dir	\$18,000	\$20,734	2025
John & Claudia Holliman Affiliated Fund	OK	\$69,424	Secretary	\$25,864	\$32,982	2023
Asbury Park Foundation Inc	KS	\$66,371	Chief Executive Officer	\$12,600	\$15,764	2023
Isa Foundation	PA	\$69,832	Exec Director	\$11,312	\$12,362	2025
Virginia Satir Global Network	MO	\$69,874	Administrative Director	\$16,800	\$20,607	2023
Comunidades Sin Fronteras Csf-ct Inc	CT	\$70,000	Director	\$37,329	\$40,533	2023
Crestwood Foundation Incorporation	VA	\$66,002	Board Member	\$37,260	\$40,468	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Morgan County Civic Services	IL	\$65,956	President	\$1,800	\$1,990	2024
United Way Of Nodaway County	MO	\$65,915	Secretary/treasurer	\$12,000	\$14,719	2023
Mary F Clancy Charities Inc	NY	\$70,177	President	\$27,009	\$27,453	2024
Sheri & David Jaffa Family Support	MI	\$70,446	Treasurer	\$26,189	\$30,407	2024
Michigan Pharmacy Foundation	MI	\$65,583	Executive Director	\$84,582	\$101,103	2023
Together We Fight Cancer Inc	AZ	\$65,183	President	\$9,790	\$10,591	2024
Almaahh Fund	TX	\$71,538	President	\$30,913	\$35,811	2023
Travis Credit Union's Community	CA	\$64,518	Foundation Manager	\$5,654	\$5,492	2024
Helene Diamond & Jorde Nathan Family	IL	\$64,210	Treasurer	\$80,133	\$88,616	2024
Cottage Health Foundation	IL	\$64,029	Chief Executive Officer	\$25,452	\$28,978	2023
Orli Foundation	OH	\$72,242	Cfo	\$24,000	\$28,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **181** organizations. Compensation range \$307–\$312,770; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$68,046); for reference, expenses \$3,295,500 and assets \$3,326,286. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ellen Rosen, reported title " <i>SECRETARY</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	103 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	69 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	69 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 (Ellen Rosen) 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 181 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$35,872 is reasonable (approximately the 69th 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.