

Anderson Counseling And Education Inc

Executive Director / CEO

EIN 954444753

CA · NTEE I23

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bret Anderson, Executive Director / CEO** (\$88,000) against **every comparable organization** that fit the selection criteria — **463** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Bret Anderson — 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 (I23).
BUDGET	Total revenue between \$177,120 and \$396,538 — 0.67x to 1.50x the subject's \$264,359 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

463 organizations qualified on sector, size, and geography → **463** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,369	\$43,130	\$63,537	\$84,257	\$107,120	\$88,000
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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 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
El Centro Hispanoamericano	NJ	\$264,706	Executive Director	\$49,660	\$47,910	2024
St Croix Valley Restorative	WI	\$264,006	Executive Di	\$71,784	\$83,400	2023
Chebar Ministries Inc	GA	\$263,486	President	\$5,000	\$5,593	2023
Oregon Health Justice Center	OR	\$263,336	Attorney/partner	\$105,769	\$106,135	2024
Yolo Conflict Resolution Center	CA	\$263,331	Executive Director	\$78,134	\$75,057	2023
Treatment Accountability For Safer	NY	\$263,175	Executive Di	\$70,643	\$68,977	2024
Vermilion County Child Advocacy Center	IL	\$265,691	Executive Director	\$55,586	\$57,527	2025
The Ace Fiduciary Group A Non-profit	CA	\$265,875	Executive Director & Corporate Secretary	\$59,265	\$55,298	2024
Peace And Justice Law Center	CA	\$262,696	Co-executive Director	\$109,999	\$102,635	2024
Chilton County Court Services Inc	AL	\$262,175	Executive Di	\$46,949	\$54,806	2024
Phoenix Legal Action Network	AZ	\$261,916	Executive Director	\$81,222	\$86,898	2023
San Joaquin Fair Housing Foundation Inc	CA	\$261,677	Executive Dir.	\$60,375	\$57,997	2023
Ceces Hope Center	AZ	\$267,116	Pres/ceo	\$24,000	\$25,677	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming County - Attica Legal Aid	NY	\$267,246	Vice Preside	\$31,756	\$30,207	2025
Hananiah House	TN	\$260,823	Executive Director And Chair Of The Board	\$12,000	\$13,630	2024
Memphis Public Interest Law Center	TN	\$260,545	Executive Director	\$107,040	\$121,576	2024
Center For Creative Justice	IA	\$260,473	Executive Dir.	\$67,053	\$79,332	2024
Speaking Truth In Love Ministries Inc	NY	\$268,278	President Of Board Of Directors And Program Director	\$40,000	\$40,211	2023
Allegany Law Foundation Inc	MD	\$268,405	Executive Director	\$57,073	\$59,359	2023
Caja Friends Inc	AL	\$260,241	Executive Di	\$70,351	\$82,124	2024
Frontline Legal Services	LA	\$268,828	Co-executive Director	\$75,000	\$89,237	2024
Ourjourney Co	NC	\$268,885	Executive Director	\$39,617	\$44,232	2024
Windham County Safe Place Child Advocacy	VT	\$259,817	Executive Director And Int	\$76,927	\$83,666	2024
Ft Worth Police Benevolent Assoc	TX	\$259,780	Secretary/treasurer	\$5,000	\$5,265	2025
Clicc Inc	CT	\$259,741	Executive Dir.	\$80,000	\$81,051	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 2022 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	463 organizations. Compensation range \$467–\$439,601; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$264,359); for reference, expenses \$278,125 and assets \$809,035.
ROLE MATCH	Bret Anderson, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	78 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	74 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 (Bret Anderson) 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 463 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,000 is reasonable (approximately the 78th 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.