

# Discovering Horizons

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John C Brauer, Executive Director / CEO** (\$8,068) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** John C Brauer — reported title “PRESIDENT & CEO OF NEW HORIZONS”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P70).

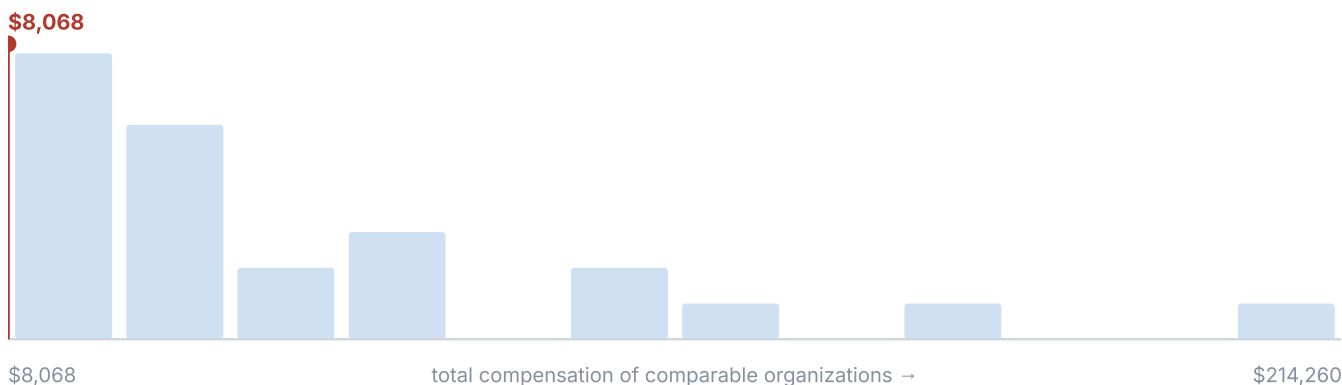
**BUDGET** Total revenue between \$82,166 and \$183,954 — 0.67x to 1.50x the subject's \$122,636 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,574	\$23,117	\$36,987	\$73,580	\$120,373	<b>\$8,068</b>
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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
<a href="#">29th Judicial Casa Program</a>	VA	\$122,260	Executive Di	\$43,576	<b>\$47,328</b>	2024
<a href="#">Ltr Housing Corporation</a>	NY	\$125,017	President & Coo	\$23,348	<b>\$24,433</b>	2023
<a href="#">Psch 78th Street Ozone Park Housing</a>	NY	\$119,770	Ceo	\$20,684	<b>\$21,025</b>	2024
<a href="#">Guardian Angel Service</a>	MI	\$118,639	President	\$36,301	<b>\$42,147</b>	2024
<a href="#">Brotherhood Academy Corporation</a>	TX	\$117,801	Executive Director	\$133,208	<b>\$149,885</b>	2024
<a href="#">Community Living Corporation</a>	MA	\$117,622	Ceo	\$23,870	<b>\$23,507</b>	2025
<a href="#">East Bay Housing Options Inc</a>	RI	\$128,443	Executive Director	\$16,653	<b>\$18,492</b>	2023
<a href="#">James River Apartments</a>	VA	\$115,728	Executive Director	\$15,818	<b>\$17,180</b>	2024
<a href="#">Aase Haugen Foundation Inc</a>	IA	\$113,108	Executive Di	\$20,566	<b>\$26,078</b>	2023
<a href="#">Fswp-gl Iv Inc</a>	PA	\$134,190	Ceo	\$28,093	<b>\$32,444</b>	2023
<a href="#">Pathfinder Homes Inc</a>	AR	\$111,008	Executive Director	\$21,642	<b>\$28,172</b>	2023
<a href="#">Abilities At Briar Cliff Inc</a>	FL	\$139,428	President/ceo	\$38,173	<b>\$41,529</b>	2023
<a href="#">Autumn Place Inc</a>	MD	\$99,591	President	\$20,272	<b>\$21,948</b>	2023
<a href="#">Lewis County United Methodist Ministries</a>	WV	\$97,361	Director	\$25,200	<b>\$31,598</b>	2023
<a href="#">Quaker Heights Foundation Inc</a>	OH	\$93,192	Chief Executive Officer	\$78,074	<b>\$95,764</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rio Grande Children's Home Foundation</a>	TX	\$92,357	President & Ceo, Board Chair	\$190,419	<b>\$214,260</b>	2024
<a href="#">Providence World Ministries Inc</a>	TN	\$153,864	Ceo	\$104,312	<b>\$126,979</b>	2023
<a href="#">Blue Water Residential Nonprofit</a>	MI	\$87,761	Executive Director	\$8,971	<b>\$10,416</b>	2024
<a href="#">Asi Willmar Inc</a>	MN	\$161,341	President/tr	\$65,715	<b>\$75,198</b>	2023
<a href="#">Asi Clark County Inc</a>	MN	\$166,562	President/tr	\$65,715	<b>\$73,041</b>	2024
<a href="#">Reseda Horizons</a>	CA	\$169,970	President & Ceo Of New Horizons	\$8,068	<b>\$8,068</b>	2023
<a href="#">Guilford Adult Care Inc</a>	NC	\$171,665	Board Member	\$35,735	<b>\$42,760</b>	2023
<a href="#">Jeremiah's Hope Inc</a>	TX	\$180,139	Executive Di	\$60,870	<b>\$66,726</b>	2025
<a href="#">Youth Catalytics Inc</a>	VT	\$183,572	Executive Di	\$95,156	<b>\$104,958</b>	2025

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 24 organizations. Compensation range \$8,068–\$214,260; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$122,636); for reference, expenses \$297,242 and assets \$1,264,663. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** John C Brauer, reported title *"PRESIDENT & CEO OF NEW HORIZONS"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 16 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</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 (John C Brauer) 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 24 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,068 is reasonable (approximately the 0<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.