

Maine Association Of The Deaf Inc

Executive Director / CEO

EIN 010365665
 ME · NTEE G42Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Richard, Executive Director / CEO** (\$79,999) against **every comparable organization** that fit the selection criteria — **347** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

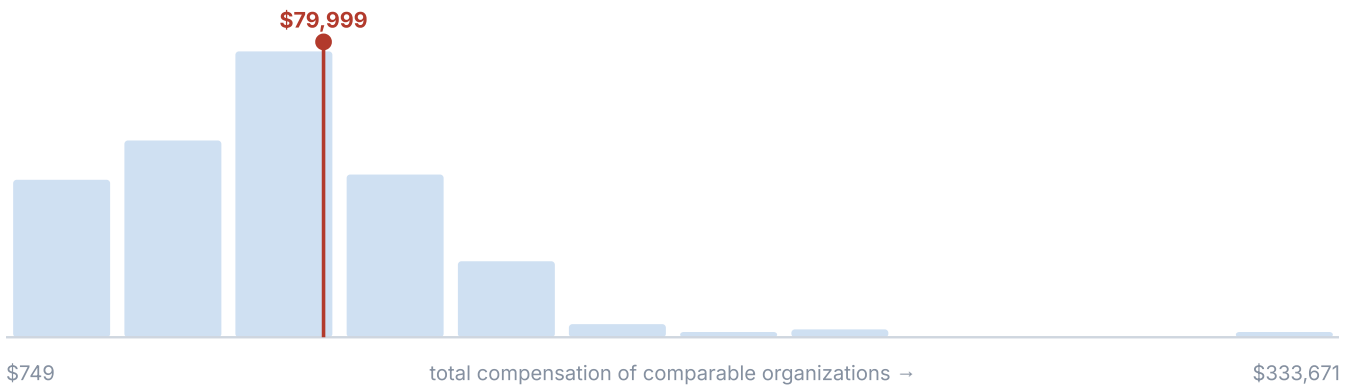
Benchmarked executive: Richard — reported title “Webster”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G42Z).
BUDGET	Total revenue between \$220,851 and \$494,443 — 0.67x to 1.50x the subject's \$329,629 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

347 organizations qualified on sector, size, and geography → **347** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,027	\$37,747	\$66,627	\$88,623	\$115,272	\$79,999
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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 ME 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
Interfaith Dental Supporting Foundation	TN	\$329,471	Ceo	\$27,868	\$28,500	2025
St Clares Hospital Medical Staff	NJ	\$330,033	President	\$28,125	\$25,077	2024
The Support Sight Foundation	PA	\$329,158	Director	\$115,846	\$115,371	2024
Undiagnosed Diseases Network Foundation	DC	\$328,998	Ceo	\$352,756	\$309,139	2024
Kicks For A Cure Inc	NE	\$328,787	Executive Director	\$45,450	\$48,819	2024
Sickle Cell Association Of South Louisiana	LA	\$328,701	Executive Director	\$46,013	\$52,093	2023
Autism Society Northwestern Pennsylvania	PA	\$328,542	Executive Director	\$65,039	\$66,685	2023
Transatlantic Renal Council Inc	NJ	\$332,197	Exec Dir / Memb	\$46,170	\$41,167	2024
Feat Of Louisville Inc	KY	\$326,810	Executive Di	\$70,025	\$77,351	2023
Whittemore Peterson Institute	NV	\$326,611	President	\$82,000	\$84,509	2023
Outrun The Sun Inc	IN	\$324,896	Executive Di	\$112,707	\$118,697	2024
Endometriosis Association Inc	WI	\$324,643	Executive Di	\$74,638	\$80,145	2023
1 Of Us	NC	\$324,059	Executive Di	\$70,000	\$72,232	2024
Asociacion Puertorriquena De Hemofilia Inc	PR	\$335,221	Executive Director	\$38,143	\$38,143	2024
Kat's Ribbon Of Hope Inc	NY	\$323,602	Operations A	\$3,047	\$2,750	2024
Vessel Of Honour Ministries Inc	TN	\$323,115	Executive Director	\$50,802	\$53,328	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Fibrous Dysplasia Foundation	MD	\$322,942	Executive Di	\$82,142	\$76,692	2024
Foregen Usa Inc A California	CA	\$322,695	Director	\$13,784	\$11,887	2024
Parent Heart Watch	FL	\$336,780	Executive Director	\$65,000	\$60,981	2024
The Paley Foundation Inc	FL	\$337,001	Executive Director	\$114,583	\$107,498	2024
T Leroy Jefferson Medical Society Inc	FL	\$321,799	Executive Director	\$90,093	\$84,522	2024
Prevention Access Campaign Inc	NY	\$320,548	Board Member	\$20,385	\$18,939	2023
Riding On Insulin	AK	\$338,861	Executive Di	\$50,961	\$48,656	2024
Cancer Patient Support Program	VT	\$338,908	Exec Director	\$75,098	\$75,487	2024
Independent Identity	TX	\$320,346	Executive Director	\$88,892	\$91,424	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 347 organizations. Compensation range \$749–\$333,671; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$329,629); for reference, expenses \$354,303 and assets \$57,022.

ROLE MATCH Richard, reported title "*Webster*", 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 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	66 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	61 st

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 (Richard) 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 347 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,999 is reasonable (approximately the 66th 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.