

Maine Children's Scholarship Fund

Executive Director / CEO

EIN 010537569

ME · NTEE B82

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Christine Picard, Executive Director / CEO** (\$19,488) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

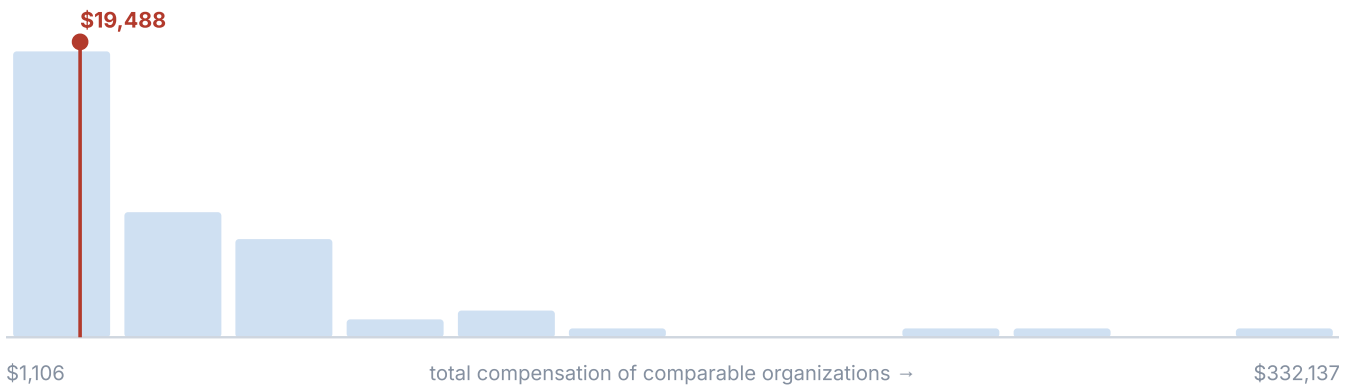
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$48,313 and \$108,163 — 0.67x to 1.50x the subject's \$72,109 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,191	\$8,799	\$30,537	\$61,679	\$104,841	\$19,488
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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
Wpma Scholarship Foundation	UT	\$72,092	Secretary/treasurer	\$31,724	\$31,589	2025
Mz Foundation	TX	\$72,332	Executive Director	\$254,189	\$253,927	2024
Lift Womens Foundation	IL	\$73,534	Executive Director	\$13,085	\$12,847	2024
South Dakota Farmers Union Foundati	SD	\$70,679	President	\$3,995	\$4,533	2023
New York Press Association Scholarship	NY	\$70,106	Secretary	\$15,600	\$14,078	2024
Denny Family Foundation	VT	\$74,178	President	\$46,571	\$48,195	2023
Onnemi International Ministries	TX	\$74,227	Vice President Missionary	\$30,296	\$29,485	2025
Delores A Sachs Charitable Trust	WI	\$74,789	Trustee	\$12,929	\$13,484	2024
United Food And Commercial Workers	OH	\$68,518	Trustee	\$34,141	\$36,112	2024
Vada Charitable Foundation Inc	VA	\$75,990	President	\$90,961	\$85,448	2025
Western Telecommunications Alliance	MT	\$77,444	Executive Vice President	\$51,810	\$55,773	2024
Oscar & Mildred Larson Scholarship Trust	PA	\$78,461	Provost	\$60,531	\$62,063	2023
National Independent Automobile Dealers	TX	\$78,487	President/ceo	\$15,238	\$15,672	2023
Belafonte Family Foundation Inc	NY	\$79,282	President/exec Director	\$99,000	\$91,978	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cma Education Foundation Inc	CT	\$79,678	Executive Director	\$24,000	\$23,136	2023
Wichita Falls Prca Rodeo Association	TX	\$64,067	President	\$5,000	\$4,995	2024
Golconda Foundation Inc	OK	\$63,611	President	\$9,750	\$10,722	2024
Texas Food & Fuel Association Scholarship Foundation	TX	\$80,681	President	\$20,944	\$20,922	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$25,470	2023
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$12,250	2024
High Plains Mental Health Center	KS	\$62,337	Executive Director	\$48,469	\$52,293	2024
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$41,222	2024
Wsna Scholarship And Research	WA	\$61,216	Secretary	\$2,065	\$1,846	2024
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$45,812	2025
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$37,732	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	66 organizations. Compensation range \$1,106–\$332,137; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$72,109); for reference, expenses \$166,161 and assets \$1,666,380. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christine Picard, reported title " <i>PROGRAM DIRE</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	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	44 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	32 nd

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 (Christine Picard) 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 66 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,488 is reasonable (approximately the 44th 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.