

Whistle Stop Supervised Child Visitation

Executive Director / CEO

EIN 020693757
 LA · NTEE P30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy Valee, Executive Director / CEO** (\$63,074) against **every comparable organization** that fit the selection criteria — **180** 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

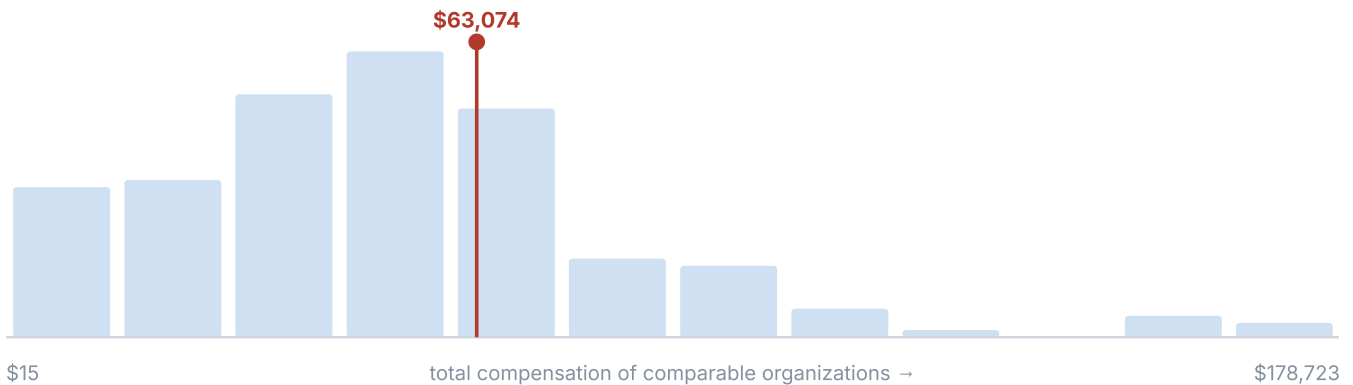
Benchmarked executive: Nancy Valee — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$182,304 and \$408,145 — 0.67x to 1.50x the subject's \$272,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,295	\$30,075	\$50,219	\$66,580	\$91,167	\$63,074
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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 LA 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
Norfolk Casa Inc	VA	\$270,836	Executive Of	\$76,000	\$63,061	2025
Visionary Youth	NE	\$270,255	Executive Director	\$35,843	\$34,006	2024
Paulding Pregnancy Services Inc	GA	\$269,513	Director	\$31,425	\$27,872	2024
Twenty-one Senses Inc Nfp	IL	\$275,255	Coo	\$48,800	\$43,570	2023
Stark Community Support Network	OH	\$275,381	Executive Director	\$65,000	\$60,728	2024
Project Angel Hugs	WI	\$275,446	Executive Di	\$64,145	\$59,093	2024
Wetzel-tyler Child Advocacy Center	WV	\$268,458	Executive Director	\$49,759	\$47,524	2024
A Bed 4 Me Foundation Inc	FL	\$268,409	Executive Director	\$44,750	\$38,178	2023
Camp Possibilities Foundation	MD	\$268,393	Executive Director	\$58,393	\$48,156	2024
The Court & Child Advocacy Group Inc	IN	\$267,472	Director	\$76,792	\$73,544	2023
Rising Leaders Inc	OH	\$277,783	Executive Director	\$67,848	\$65,261	2023
Tecumseh Tomorrows Inc	NE	\$265,257	Secretary	\$24,485	\$23,916	2023
The Hearth	OR	\$279,191	Executive Dir.	\$78,000	\$65,782	2023
Tire Swing Collective Inc	GA	\$263,850	Executive Director / Board Member	\$84,000	\$74,503	2024
Soaring As Eagles Outreach Ministry	NC	\$280,536	Executive Director	\$41,600	\$39,036	2023
Lowndes Valdosta Commission For Children & Youth Inc	GA	\$263,393	Executive Director	\$24,000	\$21,915	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caleb Micah Ministries	TX	\$263,270	President	\$108,200	\$95,473	2024
Advocates For Illinois Children	IL	\$281,076	President	\$183,365	\$159,015	2024
Metro Youth Sports Inc	IN	\$262,683	President	\$9,000	\$8,156	2025
Beautiful Feet Global Outreach Inc	TN	\$262,520	Executive Director	\$45,990	\$43,902	2023
Esthers Heart For Transformation Ministry Inc	NC	\$262,235	Executive Director	\$39,250	\$35,774	2024
Korean Kids And Orphanage Outreach	MI	\$282,150	Chief Admini	\$46,400	\$42,246	2024
Choose Mental Health	UT	\$282,867	President	\$116,283	\$104,981	2024
Jacob's Bridge To Learning Inc	OK	\$258,264	Founder / Director	\$21,000	\$20,398	2024
Heart For Home	MI	\$286,517	Co-ceo	\$19,615	\$17,859	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 180 organizations. Compensation range \$15–\$178,723; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$272,097); for reference, expenses \$312,536 and assets \$258,661.

ROLE MATCH Nancy Valee, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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)	59 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	67 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 (Nancy Valee) 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 180 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,074 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.