

Massachusetts Regional Employment

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tonja Mettlach, Executive Director / CEO** (\$178,570) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

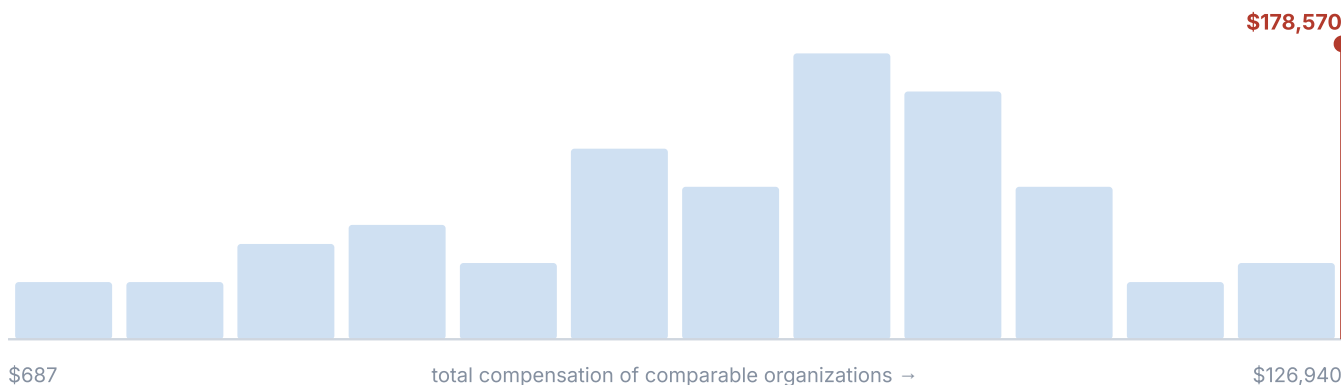
Benchmarked executive: Tonja Mettlach — reported title “EXECUTIVE DIRECTOR UNTIL 3/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$295,619 and \$661,834 — 0.67x to 1.50x the subject's \$441,223 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,821	\$47,211	\$75,138	\$89,507	\$99,480	\$178,570
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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 MA 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
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$76,777	2024
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$25,701	2024
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$81,160	2024
Logosworks	PA	\$448,075	Ceo	\$106,648	\$118,352	2023
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$75,141	2024
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$88,644	2024
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$79,528	2023
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$63,375	2023
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$79,978	2022
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$81,279	2023
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$76,769	2024
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$67,031	2023
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$44,774	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$68,829	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$86,340	2024
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$28,288	2023
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$99,372	2024
Worker Justice Wisconsin	WI	\$475,866	Executive Director	\$70,200	\$79,245	2024
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$65,642	2023
Racine Education Uniserv Council Inc	WI	\$479,535	Rea President	\$111,944	\$126,367	2024
Disabledperson Inc	CA	\$482,638	President	\$78,600	\$73,362	2024
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$33,147	2023
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$33,893	2023
Burlington West Burlington Area	IA	\$486,600	Secretary	\$4,627	\$5,476	2024
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$96,448	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **82** organizations. Compensation range \$687–\$126,940; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$441,223); for reference, expenses \$382,461 and assets \$365,731.
ROLE MATCH	Tonja Mettlach, reported title "EXECUTIVE DIRECTOR UNTIL 3/23", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (Tonja Mettlach) 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 82 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$178,570 is reasonable (approximately the 100th 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.