

# Autism Charlotte

Executive Director / CEO

EIN 061801739

NC · NTEE G84

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Valerie Iseah, Executive Director / CEO** (\$130,216) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

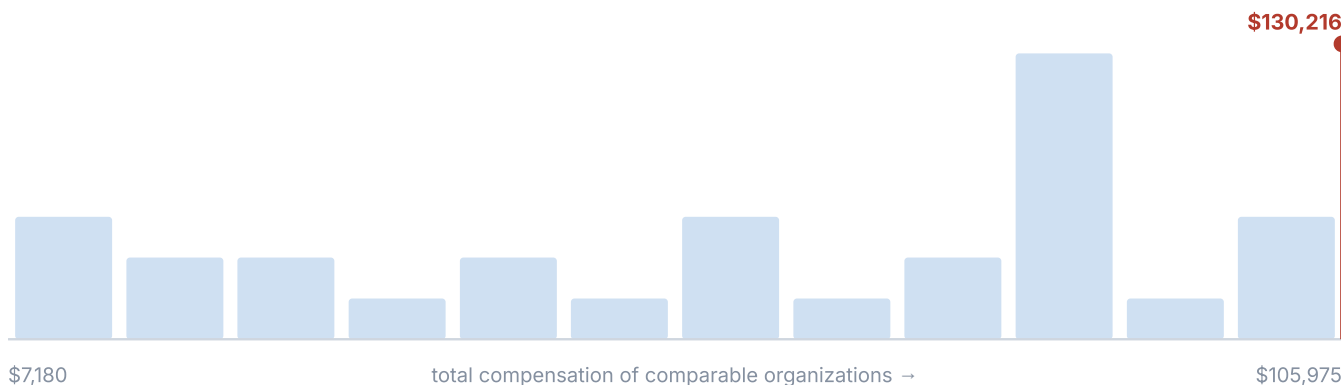
**Benchmarked executive:** Valerie Iseah — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$332,152 and \$743,625 — 0.67x to 1.50x the subject's \$495,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,290	\$36,986	\$66,020	\$86,415	\$97,592	<b>\$130,216</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 NC 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="#">Autism Society Of America Los Angeles Inc</a>	CA	\$508,630	Executive Director	\$75,262	<b>\$62,897</b>	2024
<a href="#">Enigma Asd Services</a>	WA	\$482,395	Acting Secretary	\$52,668	<b>\$45,636</b>	2024
<a href="#">Parents Defeating Autism Today</a>	TX	\$470,638	Ceo	\$25,748	<b>\$24,927</b>	2024
<a href="#">Surfers Healing Foundation Inc</a>	CA	\$522,625	President	\$48,000	<b>\$40,114</b>	2024
<a href="#">The Tailor Institute Incorporated</a>	MO	\$468,451	Director	\$52,000	<b>\$53,303</b>	2024
<a href="#">Abc Of Nc Foundation</a>	NC	\$528,297	Director	\$7,180	<b>\$7,180</b>	2024
<a href="#">Coryell Autism Center</a>	CA	\$451,173	President	\$12,000	<b>\$10,324</b>	2023
<a href="#">Autism Society Of Pittsburgh Inc</a>	PA	\$541,079	President & Ceo	\$100,000	<b>\$96,513</b>	2024
<a href="#">Profectum Foundation</a>	NJ	\$545,909	Executive Dir.	\$102,500	<b>\$86,287</b>	2025
<a href="#">Alianza De Autismo De Pr Inc</a>	PR	\$551,195	Director	\$86,800	<b>\$86,800</b>	2024
<a href="#">Oc Autism Foundation</a>	CA	\$554,157	President	\$119,792	<b>\$100,110</b>	2024
<a href="#">Autistic Self-reliance Support Network</a>	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	<b>\$84,210</b>	2024
<a href="#">Autism Foundation Of Oklahoma</a>	OK	\$557,441	Executive Director	\$76,044	<b>\$83,432</b>	2023
<a href="#">Autism Society Of Greater Orlando</a>	FL	\$565,992	President	\$22,300	<b>\$20,275</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nebraska Transition College</a>	NE	\$413,872	Executive Director	\$85,000	<b>\$86,198</b>	2025
<a href="#">The Arc Of Southwest Colorado Inc</a>	CO	\$413,095	Executive Di	\$86,000	<b>\$79,809</b>	2024
<a href="#">Autism Society Of Greater Akron</a>	OH	\$412,520	Exec. Direc,	\$100,832	<b>\$103,358</b>	2024
<a href="#">Autism Connections</a>	OH	\$581,407	Ceo	\$103,385	<b>\$105,975</b>	2024
<a href="#">Autism Society Of Greater Wisconsin Inc</a>	WI	\$393,922	Executive Director	\$86,000	<b>\$86,924</b>	2024
<a href="#">The Estuary Center</a>	OR	\$597,902	Executive Director - Board Chair	\$42,000	<b>\$38,863</b>	2023
<a href="#">Aamp Amt Learning Center Inc</a>	IL	\$370,551	President	\$32,009	<b>\$31,355</b>	2023
<a href="#">Creative Arts Therapy Center Inc</a>	MO	\$363,742	Music Therapist	\$62,990	<b>\$64,568</b>	2024
<a href="#">Care Warriors Inc</a>	TX	\$362,855	Ceo/executive Director	\$10,656	<b>\$10,316</b>	2024
<a href="#">Fidgetech</a>	OR	\$639,075	President	\$72,917	<b>\$67,471</b>	2023
<a href="#">Autism Project Inc</a>	MD	\$348,170	Director	\$95,723	<b>\$89,169</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **28** organizations. Compensation range \$7,180–\$105,975; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$495,750); for reference, expenses \$533,389 and assets \$580,311.
ROLE MATCH	Valerie Iseah, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Valerie Iseah) 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 28 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,216 is reasonable (approximately the 100<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.