

Me And My Two Friends Foundation Inc

Executive Director / CEO

EIN 204235695
 GA · NTEE B990
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alisa Unger, Executive Director / CEO** (\$20,504) against **every comparable organization** that fit the selection criteria — **430** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

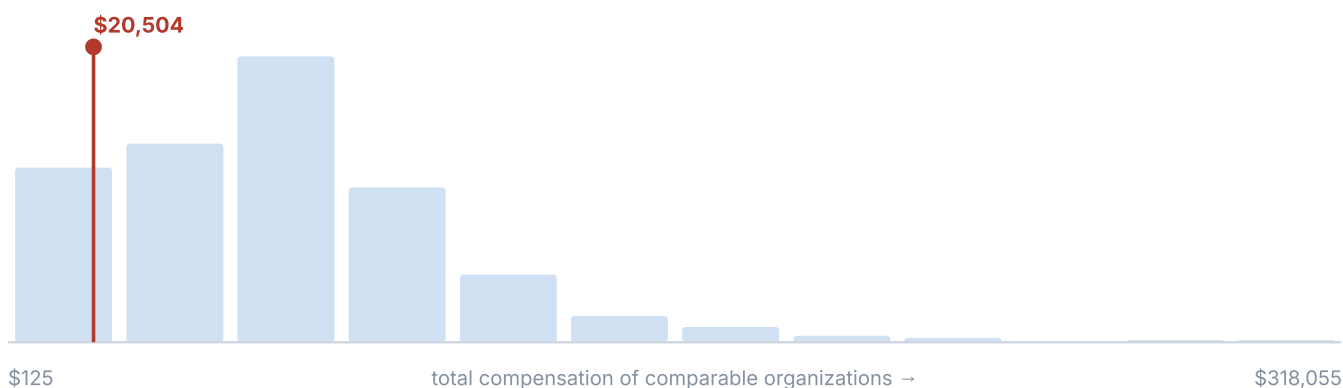
Benchmarked executive: Alisa Unger — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B990).
- BUDGET** Total revenue between \$276,715 and \$619,512 — 0.67x to 1.50x the subject's \$413,008 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

430 organizations qualified on sector, size, and geography → **430** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$14,855 | \$36,323 | \$62,134 | \$86,677 | \$113,931 | \$20,504 |
|----------|----------|----------|----------|-----------|----------|



■ 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 GA 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 |
|--|-------|-----------|----------------------------|-----------------|------------------|------|
| Indiana University Research & Technology | IN | \$414,038 | Executive Director | \$261,532 | \$282,399 | 2023 |
| Sedalia Heritage Foundation Inc | MO | \$411,502 | Exec Dir / L | \$13,597 | \$14,323 | 2024 |
| Indian Training & Education Center | UT | \$414,552 | Board Member/director | \$77,049 | \$76,406 | 2025 |
| Moonlighter Fablab Inc | FL | \$411,341 | President | \$79,715 | \$74,478 | 2024 |
| Everyday Canvassing | MD | \$414,902 | Co-executive Director | \$75,950 | \$70,619 | 2024 |
| Millersville International House | PA | \$411,013 | Director Of Operations | \$35,500 | \$36,249 | 2023 |
| Low-level Radioactive Waste Forum | DC | \$415,727 | Executive Director | \$226,226 | \$197,437 | 2024 |
| Holley Family Village Inc | MI | \$415,884 | President | \$36,000 | \$36,955 | 2024 |
| Aamva Region Iv Inc | VA | \$409,582 | Director, Regions lii & Iv | \$15,356 | \$15,182 | 2023 |
| Bluedoor Education Center Inc | CA | \$409,390 | Treasurer | \$62,508 | \$53,681 | 2024 |
| Center For Open Data Enterprise Inc | DC | \$408,476 | President Andsecretary | \$83,333 | \$72,728 | 2024 |
| Jump In Foundation Inc | WI | \$408,226 | Executive Director | \$40,000 | \$42,773 | 2023 |
| Atlantic Indoor Association | NC | \$408,083 | Colorguard C | \$1,500 | \$1,501 | 2025 |
| Roots Action Education Fund | CA | \$418,199 | National Director | \$98,028 | \$84,186 | 2024 |
| Solid Waste Association Of North America | NY | \$418,738 | Director | \$18,120 | \$16,765 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Avasant Foundation | CA | \$419,508 | Exec Director | \$4,049 | \$3,477 | 2024 |
| Pipe Creek Christian School | TX | \$419,756 | Trustee | \$36,077 | \$34,966 | 2025 |
| Wayne Township Education Foundation Inc | IN | \$405,780 | Executive Director | \$72,978 | \$74,567 | 2025 |
| The Education And Research Foundation | NY | \$405,758 | President | \$47,500 | \$42,688 | 2024 |
| Santa Ana Education Facilities | CA | \$405,324 | Executive Director | \$52,091 | \$44,735 | 2024 |
| Anoka Hennepin Educational Foundation Incorporated | MN | \$405,096 | Executive Director | \$87,701 | \$86,186 | 2024 |
| Eastern Connecticut Training School | CT | \$421,000 | President | \$13,100 | \$11,901 | 2025 |
| Washington Association Of Land Trusts | WA | \$421,370 | Executive Director | \$103,968 | \$92,576 | 2024 |
| Compass For Affordable Housing | CA | \$404,252 | Executive Director | \$65,697 | \$58,087 | 2023 |
| City Learners Inc DbA My City School | CA | \$403,881 | Executive Dir. | \$100,223 | \$86,071 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **430** organizations. Compensation range \$125–\$318,055; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$413,008); for reference, expenses \$371,033 and assets \$87,697.

| | |
|-----------------|--|
| ROLE MATCH | Alisa Unger, reported title " <i>DIRECTOR</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 | 32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 12 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 | 15 th |
| Total compensation (D + F), as reported (no adjustments) | 15 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 12 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 (Alisa Unger) 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 430 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,504 is reasonable (approximately the 15th 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.