

Mass Assoc For Health Physical

Executive Director / CEO

EIN 237167348
 MA · NTEE B03
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Maria Melchionda, Executive Director / CEO** (\$65,611) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

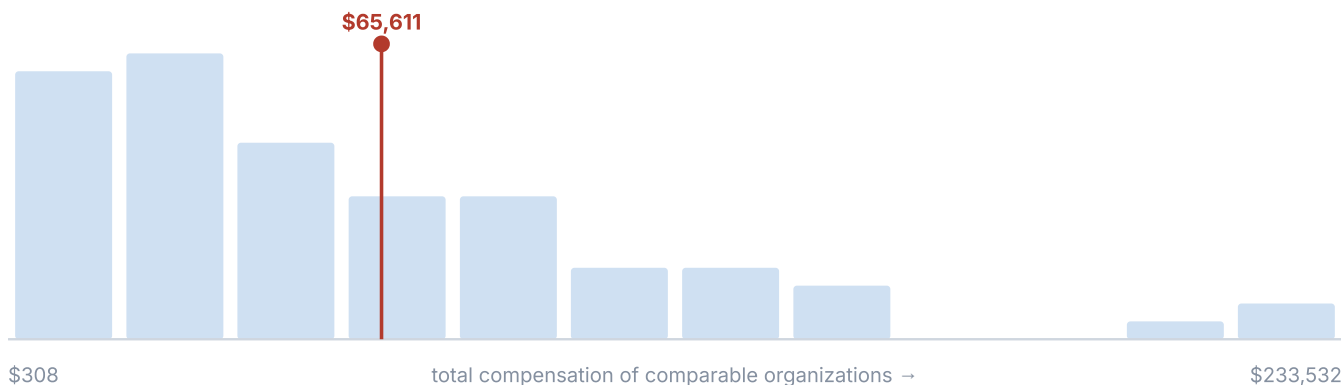
Benchmarked executive: Maria Melchionda — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$178,972 and \$400,684 — 0.67x to 1.50x the subject's \$267,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,777	\$23,465	\$46,533	\$92,738	\$118,559	\$65,611
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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
California Association Of	CA	\$269,871	Executive Dir.	\$217,913	\$209,398	2024
North Texas Chapter Of The National	TX	\$263,912	Executive Dir.	\$85,500	\$97,987	2023
New Jersey Association For College	NJ	\$263,150	Exe. Assist.	\$22,353	\$22,865	2023
Southeast Missouri Preparatory School	MO	\$261,800	President	\$30,666	\$35,213	2025
Universities Council On Water	IL	\$273,112	Executive Director	\$104,938	\$118,197	2023
Schuylkill Community Education Council	PA	\$273,566	Executive Direc	\$103,805	\$118,599	2023
National Association Of Corporate Directors - Chicago Chapter	IL	\$260,305	Executive Director	\$130,004	\$142,229	2024
Maine Music Educators Association	ME	\$259,983	Executive Director	\$20,602	\$23,636	2023
Northeast Greek Leadership	PA	\$258,306	Executive Di	\$49,781	\$55,244	2024
Midwest Principals Center Inc	IL	\$276,507	Co-director	\$47,532	\$52,002	2024
New England Center For Attention	VT	\$257,226	Executive Dir.	\$120,000	\$138,380	2023
Lone Star State School Counselor Association	TX	\$256,187	Executive Director	\$23,260	\$25,892	2024
National Council On School Facilities	DC	\$255,554	Former Executive Director	\$23,505	\$22,953	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Meadowlands Regional 2040 Foundation Inc	NJ	\$253,386	President & Ceo	\$7,311	\$7,264	2024
Consortium For North American Higher Education Collaboration Con	AZ	\$253,145	Executive Director And Treasurer	\$13,266	\$14,198	2024
Dyslexia Center Of Austin	TX	\$252,836	Executive Dir.	\$36,000	\$41,257	2023
Consortium For Entrepreneurship	WV	\$283,070	Ceo	\$75,000	\$93,036	2023
Association For Practical & Professional	IN	\$249,118	Executive Director	\$50,000	\$57,164	2025
The Association Of Asset Management Prof	NE	\$248,153	President	\$250	\$308	2023
Washington State Music Teachers	WA	\$287,883	President	\$1,000	\$996	2024
Gamma Iota Sigma Foundation	OH	\$246,200	Executive Director	\$5,056	\$5,959	2024
Delaware Mathematics Coalition Inc	DE	\$290,372	Executive Officer	\$54,213	\$59,072	2024
Nebraska Legal Diversity Council	NE	\$241,500	Executive Director	\$125,000	\$149,613	2024
Ohio School Health Services	OH	\$241,396	Treasurer	\$17,500	\$21,236	2023
Entrepreneurs Organization Of Iowa	IA	\$239,142	Chapter Admi	\$56,060	\$66,547	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 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 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	72 organizations. Compensation range \$308–\$233,532; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$267,123); for reference, expenses \$250,066 and assets \$360,954.
ROLE MATCH	Maria Melchionda, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	63 rd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	56 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 (Maria Melchionda) 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 72 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,611 is reasonable (approximately the 63rd 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.