

Maine Wesleyan Board Of Education

Executive Director / CEO

EIN 237275366
 ME · NTEE B42I
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Pamela Bird, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Pamela Bird — reported title "treasurer", 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 (B42I).
BUDGET	Total revenue between \$31,963 and \$71,560 — 0.67x to 1.50x the subject's \$47,707 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,068	\$8,608	\$18,685	\$42,090	\$102,639	\$2,000
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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 ME 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
Annie J Maccoll Charitable Trust	FL	\$47,878	Trustee	\$22,519	\$21,750	2023
Mecklenburg Co Bus Edpartnershipinc	VA	\$48,241	Director	\$16,000	\$15,884	2023
Illinois Retail Merchants Association	IL	\$47,132	Treasurer	\$43,138	\$42,353	2024
Ibew Local 8 Scholarship Fund	OH	\$46,880	Trustee	\$55,355	\$60,280	2023
John B Stetson Charter School	PA	\$46,712	Principal	\$210,279	\$215,602	2023
Cahp Foundation Trust	CA	\$46,539	Trustee	\$41,152	\$35,487	2024
Genevieve R Jones Students' Fund	MI	\$48,915	Superintendent	\$69,331	\$73,576	2023
Harrison County Educational Foundat	KY	\$48,958	Secretary/tr	\$6,000	\$6,438	2024
Childrens Literacy Project	NC	\$46,377	Executive Director	\$18,112	\$18,689	2024
The John R Mott Scholarship	VA	\$49,049	Director	\$2,000	\$1,929	2024
Citizens In Charge Foundation	VA	\$49,050	President	\$199,288	\$197,839	2023
Clean Slate E3 Inc	PA	\$46,304	President	\$45,261	\$45,075	2024
Project Zawadi Inc	MN	\$49,152	Executive Direc	\$5,417	\$5,345	2024
Training Mission Aviation Inc	PA	\$49,195	Secretary	\$2,983	\$3,058	2023
Hudson City Schools Foundation Inc	OH	\$46,151	Executive Di	\$8,335	\$8,589	2025
Network For Public Education Action Inc	NY	\$46,147	Executive Director	\$9,545	\$8,614	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Berkeley Heights Huaxia Chinese School C	NJ	\$49,281	Principal	\$1,080	\$963	2024
Kll Memorial Scholarship Foundation	KS	\$49,336	Treasurer	\$1,025	\$1,106	2024
Inspiring Services Inc	GA	\$46,023	Member	\$1,328	\$1,333	2024
Printing Industry Assoc Of Ga	GA	\$45,988	Ex-officio	\$6,933	\$7,168	2023
Go Topeka Etlc Support Corporation	KS	\$45,915	President	\$34,884	\$38,747	2023
Nbs Classical Music Institute Inc	PA	\$49,539	Consultant	\$5,500	\$5,639	2023
C J Francis Iii Foundation	OH	\$49,811	Director; Treasurer	\$1,950	\$2,063	2024
School Of Leadership For Public Service	MN	\$49,826	Start-up Coordinator	\$14,525	\$15,361	2022
Forever International Inc	NC	\$45,550	President	\$5,100	\$5,418	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	192 organizations. Compensation range \$150–\$453,227; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$47,707); for reference, expenses \$59,451 and assets \$1,163,350.
ROLE MATCH	Pamela Bird, reported title <i>"treasurer"</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 61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 22 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	7 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	6 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 (Pamela Bird) 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 192 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 7th 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.