

Friends And Foundation

Executive Director / CEO

EIN 263043296

CA · NTEE B11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paige Pohlers Meek, Executive Director / CEO** (\$50,764) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

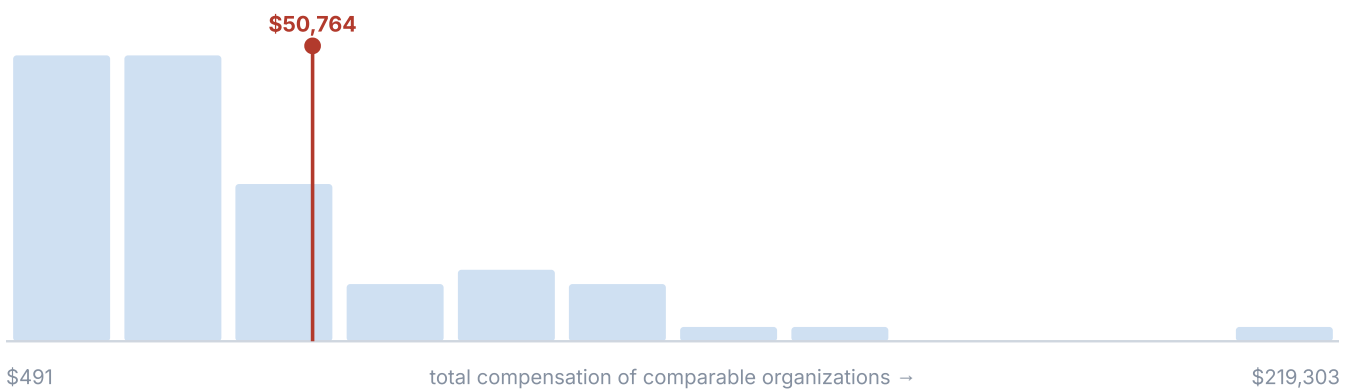
Benchmarked executive: Paige Pohlers Meek — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$81,740 and \$183,000 — 0.67x to 1.50x the subject's \$122,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,904	\$17,387	\$32,061	\$52,484	\$91,727	\$50,764
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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 CA 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
Butler Foundation	IN	\$121,511	President	\$64,768	\$76,829	2024
C F Kellogg Est M M Kellogg Unitrust	NY	\$123,733	Trustee	\$18,277	\$18,578	2024
Liberty University Foundation	VA	\$118,139	Director/president	\$17,026	\$19,038	2023
Our House Community Investment	AR	\$126,049	Vice Chairman	\$11,199	\$14,160	2024
Ah Capital Campaign Inc	GA	\$126,583	President & Ceo	\$42,717	\$48,313	2024
Central Washington University Alumni	WA	\$126,733	Executive Director	\$31,835	\$32,061	2024
Pots Building For The Future	NY	\$127,704	President	\$18,860	\$19,170	2024
Washburn University Charitable Gift Fund	KS	\$127,901	President	\$49,918	\$59,097	2025
Global Campaign For Education-us	DC	\$129,276	Executive Director	\$114,917	\$113,433	2024
Caribbean Consolidated Schools	PR	\$130,562	Head Of Scho	\$38,000	\$38,000	2023
1910 Properties	WA	\$130,590	President	\$29,159	\$29,365	2024
The Montgomery Academy Foundation	AL	\$131,040	Head Of School	\$19,179	\$23,995	2023
Patricia V Damon Scholarship Fund For The	WI	\$131,539	Trustee	\$5,000	\$6,047	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shattuck - St Mary's School	MN	\$131,619	Cfo	\$14,480	\$16,570	2023
Ncssm Student & Constituent Support	NC	\$111,609	Executive Director	\$56,657	\$65,851	2024
Patterson Park Public Charter	MD	\$111,386	Executive Director	\$7,600	\$8,228	2023
Simi Valley Education Foundation	CA	\$111,186	Executive Direc	\$33,075	\$32,126	2024
Pima County Library Foundation	AZ	\$108,956	Executive Director	\$65,291	\$72,718	2023
Extravagant Love Project	PA	\$135,234	Executive Di	\$43,395	\$48,678	2024
Ridgeway Community Association	MN	\$135,697	Secretary/clerk	\$442	\$491	2024
Timothy Christian Schools Foundation	IL	\$108,087	Secretary	\$39,775	\$45,285	2023
Oelc At Kennedy Qalich	NE	\$108,000	Educare Of Omaha Executive Director	\$15,345	\$18,565	2024
Ghes Building Company	MN	\$107,956	Board Chair	\$5,654	\$6,470	2023
Lps Education Foundation Inc	MI	\$136,977	Executive Director(non-vote)	\$42,850	\$48,468	2025
Montreat College Foundation	NC	\$137,178	Ceo	\$58,089	\$69,509	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	67 organizations. Compensation range \$491–\$219,303; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$122,000); for reference, expenses \$242,493 and assets \$4,419,647. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Paige Pohlers Meek, reported title " <i>Executive Dir.</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 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	73 rd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	31 st

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 (Paige Pohlers Meek) 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 67 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$50,764 is reasonable (approximately the 73rd 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.