

# A Beautiful Me Inc

Executive Director / CEO

EIN 263340108

MI · NTEE O54

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Palka, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **915** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

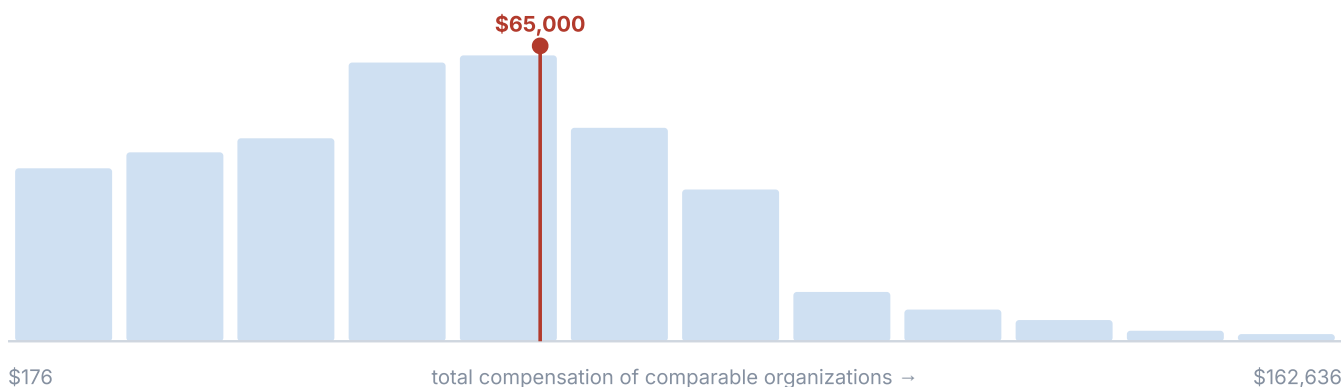
**Benchmarked executive:** Karen Palka — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O54).
BUDGET	Total revenue between \$214,844 and \$480,996 — 0.67x to 1.50x the subject's \$320,664 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**915** organizations qualified on sector, size, and geography → **915** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,932	\$30,603	\$52,594	\$72,489	\$89,567	\$65,000
----------	----------	----------	----------	----------	----------



## ● 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 MI 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="#">Ikaika Hawaii (Watermans Academy)</a>	HI	\$321,063	President/ceo Coach	\$75,739	<b>\$65,696</b>	2024
<a href="#">Free Fall Action Sports Inc</a>	PA	\$320,255	Executive Di	\$19,200	<b>\$18,550</b>	2024
<a href="#">Mahomet Area Youth Club</a>	IL	\$321,187	Executive Director	\$47,865	<b>\$45,590</b>	2024
<a href="#">Edtunity Institute Inc</a>	VA	\$321,200	Director	\$5,000	<b>\$4,816</b>	2023
<a href="#">Know2</a>	SC	\$321,474	Executive Director	\$38,400	<b>\$38,812</b>	2024
<a href="#">Team 5 18 Ministries</a>	LA	\$319,673	President/executive Director	\$98,630	<b>\$102,508</b>	2025
<a href="#">Girls On The Run South Georgia</a>	GA	\$319,672	Executive Director	\$55,750	<b>\$54,309</b>	2024
<a href="#">The Well Ministries</a>	MN	\$321,715	President	\$13,375	<b>\$12,804</b>	2024
<a href="#">Volunteers For Youth Inc</a>	NC	\$321,949	Executive Dir.	\$43,885	<b>\$43,932</b>	2024
<a href="#">Southeastern Indiana Voices For Children Inc</a>	IN	\$322,067	Exec Dir	\$52,240	<b>\$54,950</b>	2023
<a href="#">Boys &amp; Girls Club Of The</a>	NE	\$322,069	Ceo	\$7,773	<b>\$8,100</b>	2024
<a href="#">Idaho High School Rodeo Association</a>	ID	\$319,180	Secretary & Treasurer	\$5,000	<b>\$5,020</b>	2025
<a href="#">Bad Dog Arts</a>	UT	\$319,144	Co-director	\$51,000	<b>\$50,571</b>	2024
<a href="#">Deliver Hope Inc</a>	AR	\$322,187	Executive Di	\$38,184	<b>\$42,811</b>	2023
<a href="#">Bipoc Apostrophe Foundation</a>	WA	\$322,309	Executive Director	\$83,200	<b>\$74,299</b>	2023
<a href="#">Salt N Light Youth Ministry</a>	PA	\$322,609	Director - Creative Arts	\$53,400	<b>\$51,593</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">West Chester Dance Works</a>	PA	\$322,940	Executive Director	\$28,025	<b>\$26,379</b>	2025
<a href="#">Free To Be</a>	CA	\$318,324	Executive Dir.	\$80,000	<b>\$65,202</b>	2025
<a href="#">Try Pie</a>	IA	\$318,157	Vice President	\$14,361	<b>\$15,234</b>	2024
<a href="#">Raes Hope Inc</a>	TX	\$323,656	Executive Director	\$18,225	<b>\$18,184</b>	2023
<a href="#">Total Foundation Inc</a>	MD	\$323,666	President & Ceo	\$85,500	<b>\$79,730</b>	2023
<a href="#">Clemson Area Classical Academy</a>	SC	\$323,720	Executive Director	\$12,585	<b>\$12,393</b>	2025
<a href="#">Sozo Missions Inc</a>	FL	\$317,173	Vice President	\$54,423	<b>\$49,533</b>	2024
<a href="#">Shape Nw Inc</a>	WA	\$324,380	President	\$32,000	<b>\$29,748</b>	2022
<a href="#">Authoring Action</a>	NC	\$316,451	Executive Director	\$42,300	<b>\$43,595</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	915 organizations. Compensation range \$176–\$162,636; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$320,664); for reference, expenses \$366,205 and assets \$637,746.
ROLE MATCH	Karen Palka, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Karen Palka) 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 915 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 66<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.