

# Every Child Valued A Nj Nonprofit

Executive Director / CEO

EIN 264654078

NJ · NTEE P30

FY ending 2023-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Cody, Executive Director / CEO** (\$45,100) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

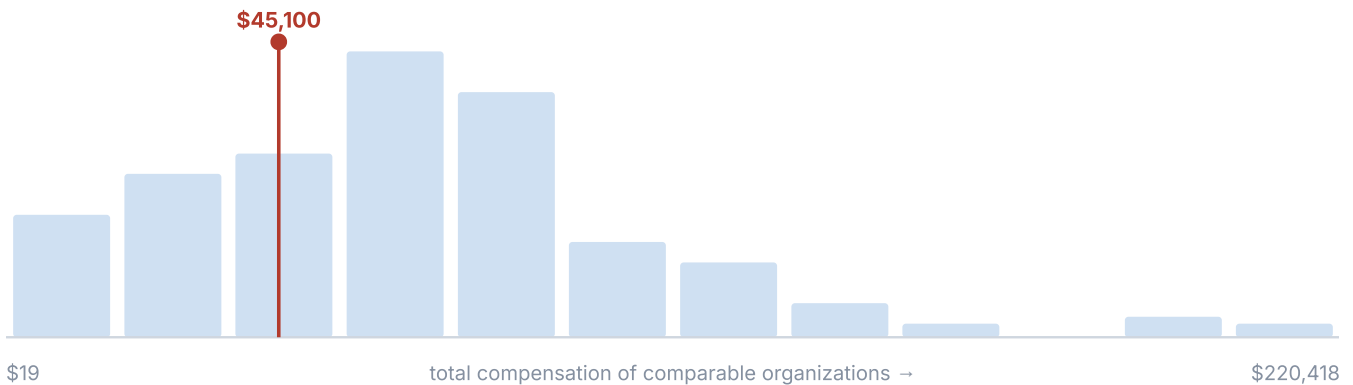
**Benchmarked executive:** Nicole Cody — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$209,210 and \$468,381 — 0.67x to 1.50x the subject's \$312,254 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

**184** organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,990	\$39,947	\$64,587	\$83,756	\$114,223	\$45,100
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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 NJ 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="#">Games For Love</a>	WA	\$313,447	Ceo	\$64,332	<b>\$62,659</b>	2024
<a href="#">Tutwiler Community Education Center</a>	MS	\$313,721	Executive Director	\$67,178	<b>\$83,799</b>	2023
<a href="#">Camp Sunrise Inc</a>	MD	\$310,415	Executive Director	\$43,000	<b>\$43,734</b>	2024
<a href="#">Wings Of Hope Ranch Inc</a>	VA	\$309,028	Executive Director	\$32,748	<b>\$35,415</b>	2023
<a href="#">Lollipop Theater Network Inc</a>	CA	\$308,877	Executive Director	\$143,985	<b>\$135,258</b>	2024
<a href="#">The Inspired Community Project Inc</a>	NY	\$308,850	President	\$101,043	<b>\$99,330</b>	2024
<a href="#">Casa A Voice For Children</a>	CA	\$315,713	Ceo	\$147,072	<b>\$138,159</b>	2024
<a href="#">Joy Company-joyco</a>	CA	\$308,452	President Executive Director	\$65,125	<b>\$62,985</b>	2023
<a href="#">Indiana Blind Children's Foundation</a>	IN	\$316,146	Executive Director	\$97,765	<b>\$115,473</b>	2023
<a href="#">Frontline Mission</a>	AK	\$307,806	Executive Di	\$50,647	<b>\$52,677</b>	2024
<a href="#">Kiddie Kollege &amp; Learning Cent</a>	GA	\$307,501	Key Employee	\$45,240	<b>\$49,486</b>	2024
<a href="#">Cornerstone Policy Research</a>	NH	\$306,362	Associate Director	\$104,277	<b>\$104,748</b>	2024
<a href="#">The Orange County Friendship Circle Inc</a>	CA	\$320,038	Director	\$66,992	<b>\$64,791</b>	2023
<a href="#">Hicksville Teenage Council Inc</a>	NY	\$320,756	Executive Director	\$91,387	<b>\$89,837</b>	2024
<a href="#">Fruit Bearers</a>	WA	\$303,597	Executive Dir.	\$24,288	<b>\$23,656</b>	2024
<a href="#">Umpqua Valley Farm To School</a>	OR	\$321,237	Executive Director	\$68,900	<b>\$71,664</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Patchogue Medford Youth &amp; Community</a>	NY	\$321,935	Executive Director	\$32,743	<b>\$33,139</b>	2023
<a href="#">Prevail Nj Inc</a>	NJ	\$302,352	Executive Dir.	\$6,150	<b>\$5,974</b>	2024
<a href="#">The Alabama Campaign To Prevent</a>	AL	\$322,960	Executive Di	\$88,201	<b>\$103,662</b>	2024
<a href="#">The Aspen Effect Inc</a>	CO	\$299,171	President	\$177,852	<b>\$185,526</b>	2024
<a href="#">Global Partners In Life Inc</a>	GA	\$298,647	President	\$75,000	<b>\$82,039</b>	2024
<a href="#">Light 2 The World</a>	OR	\$325,943	President	\$61,116	<b>\$63,568</b>	2023
<a href="#">New Beginnings Childrens Home</a>	TX	\$296,220	Director	\$38,500	<b>\$43,134</b>	2023
<a href="#">Promise Arizona</a>	AZ	\$295,476	President	\$85,000	<b>\$88,931</b>	2024
<a href="#">Hand Of Hope-flm</a>	MI	\$295,043	Executive Director	\$76,550	<b>\$85,957</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	<b>184</b> organizations. Compensation range \$19–\$220,418; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$312,254); for reference, expenses \$340,359 and assets \$216,532.
ROLE MATCH	Nicole Cody, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Nicole Cody) 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 184 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,100 is reasonable (approximately the 32<sup>nd</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.