

Center For Disability Inclusion

Executive Director / CEO

EIN 264700449

NE · NTEE J21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Meaghan Walls, Executive Director / CEO** (\$39,003) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J21).
BUDGET	Total revenue between \$208,949 and \$467,797 — 0.67x to 1.50x the subject's \$311,865 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

420 organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16

total compensation of comparable organizations →

\$503,882

\$4,172

\$13,565

\$45,229

\$71,738

\$99,416

\$39,003



● 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 NE 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
Be Well Cafe	MO	\$312,101	President	\$65,000	\$62,172	2024
Salt Lake Valley Law Enforcement	UT	\$312,587	Executive Director	\$6,000	\$5,403	2025
Community Work Services Foundation Inc	WI	\$313,332	Executive Director Of Cws	\$6,545	\$6,013	2025
Millwrights Local 219	DE	\$313,549	Warden	\$1,045	\$924	2024
Turlock Emergency Medical Services	CA	\$309,825	President	\$25,502	\$19,886	2024
Norwin Education Association	PA	\$309,021	Officer Listing	\$22,583	\$20,338	2024
Bullington Gardens Inc	NC	\$314,727	Director	\$36,236	\$33,812	2024
Beautyunited	CA	\$315,000	Executive Dir.	\$187,500	\$150,533	2023
United Automotive Sales And Service	NY	\$308,722	President	\$97,027	\$79,178	2024
Flourish Of Cullman Inc	AL	\$315,179	Executive Di	\$44,642	\$44,840	2023
Utility Workers Union Of America	MO	\$308,125	President	\$14,464	\$13,835	2024
Alabama State Nurses Association	AL	\$307,824	Executive Director	\$111,120	\$111,614	2023
Sharon Teachers Association Incorporated	MA	\$307,810	Pr And R Chair	\$2,500	\$2,089	2023
Justice Jobs Of Maryland Inc	MD	\$316,033	Executive Director	\$62,977	\$53,171	2024
Bbl Ministries Inc	CA	\$316,128	President	\$128,808	\$100,446	2024
Jackson County Twenty First Century Coun	AL	\$316,326	Director	\$62,000	\$60,489	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Maritime Officers Master Operating	FL	\$307,077	Executive Director	\$6,120	\$5,192	2024
Big Heroes Inc	TX	\$317,140	Executive Dir.	\$45,000	\$40,651	2024
Central Wisconsin Manufacturing	WI	\$306,370	Executive Di	\$72,333	\$68,220	2024
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$68,743	2023
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$16,749	2025
Roofers Local 44 Joint Apprenticeship Fund	OH	\$318,648	Administrator	\$71,270	\$68,169	2024
Alliance Industries Inc	IN	\$319,258	Executive Director	\$38,480	\$36,646	2024
Qualitative Solutions	CA	\$303,988	President & Ceo	\$169,343	\$132,055	2024
Transforma Education Solutions	TX	\$303,832	President	\$38,644	\$35,941	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	420 organizations. Compensation range \$16–\$503,882; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$311,865); for reference, expenses \$325,494 and assets \$87,531.
ROLE MATCH	Meaghan Walls, reported title <i>"CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	46 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	42 nd

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 (Meaghan Walls) 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 420 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,003 is reasonable (approximately the 46th 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.