

Miami Childrens Initiative Inc

Executive Director / CEO

EIN 275025010
 FL · NTEE S20
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Latousha Daniels, Executive Director / CEO** (\$110,434) against **every comparable organization** that fit the selection criteria — **314** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

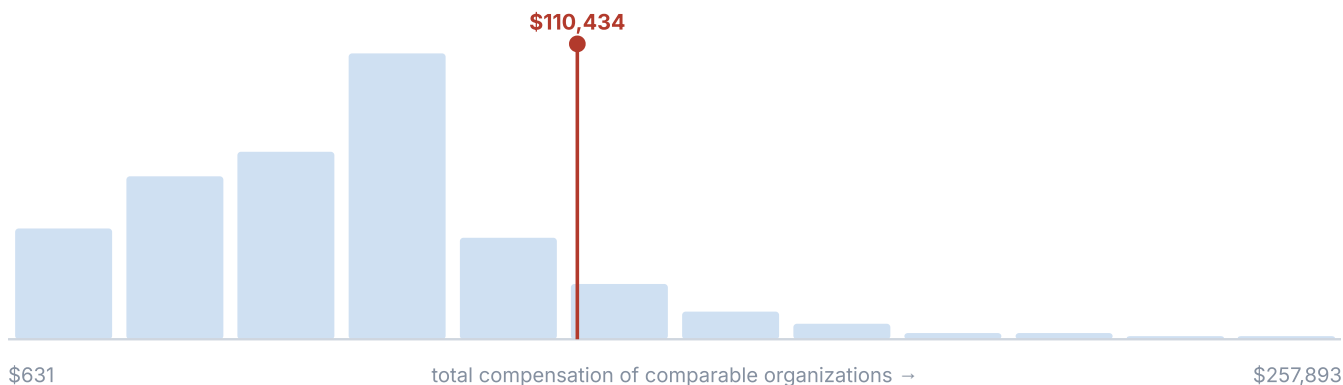
Benchmarked executive: Latousha Daniels — reported title “President CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$228,529 and \$511,633 — 0.67x to 1.50x the subject's \$341,089 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

314 organizations qualified on sector, size, and geography → **314** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,274	\$38,114	\$66,464	\$84,605	\$118,311	\$110,434
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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 FL 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
Rogue Valley Food System Network	OR	\$341,087	Executive Director	\$88,931	\$85,390	2024
Old Takoma Business Association Inc	MD	\$341,440	Executive Di	\$101,487	\$100,999	2023
Brighton Main Streets Inc	MA	\$340,554	Executive Director	\$65,005	\$58,840	2025
St Jude Great Commission Community Development Cor	FL	\$340,550	Pceo	\$16,322	\$15,854	2024
86th Street Bay Ridge District	NY	\$340,050	Executive Direc	\$60,660	\$55,214	2025
Mount Vernon Downtown Association	WA	\$342,231	Executive Dir.	\$78,678	\$72,832	2024
Main Street Gloucester Preservation	VA	\$343,631	Executive Director	\$53,872	\$53,781	2024
One Horizon Institute Inc	KY	\$344,308	President And Board Chair	\$140,171	\$155,707	2024
Detroit Community Solutions Inc	MI	\$336,465	Ceo Non Voting	\$51,326	\$54,775	2024
Rochester Hope Inc	NY	\$334,931	Executive Director	\$24,279	\$22,683	2024
Hellgate Management Corporation	NY	\$334,528	President	\$70,634	\$67,943	2023
Downtown Statesville Development	NC	\$334,303	Executive Dir.	\$63,839	\$68,201	2024
Homsite Fund Inc	NY	\$333,879	Director	\$19,020	\$17,770	2024
Main Street Deland Association Inc	FL	\$348,394	Executive Director	\$48,596	\$47,202	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Concerned Communities For America Inc	DC	\$333,333	Ceo	\$75,000	\$70,059	2023
Extreme Community Makeover	CO	\$333,208	Executive Director	\$86,241	\$85,502	2024
Masters Of Coin	AZ	\$333,005	Presceo	\$43,003	\$42,761	2024
Midtown Greenway Coalition	MN	\$349,180	Executive Director	\$76,641	\$78,300	2024
Makers Collective	SC	\$349,248	Executive Dir.	\$20,400	\$22,005	2024
Sustaining Way	SC	\$332,175	Executive Di	\$77,258	\$83,334	2024
DeKalb Co Senior Citizens Council Inc	MO	\$331,745	Administrator	\$29,861	\$32,701	2024
Pike Township Educational Foundation	IN	\$351,107	Executive Dir.	\$38,608	\$41,012	2025
Kingsbridge District Management Association Inc	NY	\$330,509	Exec Director	\$40,365	\$37,713	2024
Warroad Community Development	MN	\$330,238	President/ceo	\$86,353	\$88,223	2024
Booc Inc	IL	\$352,023	Executive Director	\$94,576	\$96,136	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 314 organizations. Compensation range \$631–\$257,893; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$341,089); for reference, expenses \$1,656,269 and assets \$222,932. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Latousha Daniels, reported title " <i>President CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	85 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 (Latousha Daniels) 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 314 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,434 is reasonable (approximately the 89th 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.