

Angels On Patrol Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Melinda Cadena, Executive Director / CEO** (\$73,591) against **every comparable organization** that fit the selection criteria — **185** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

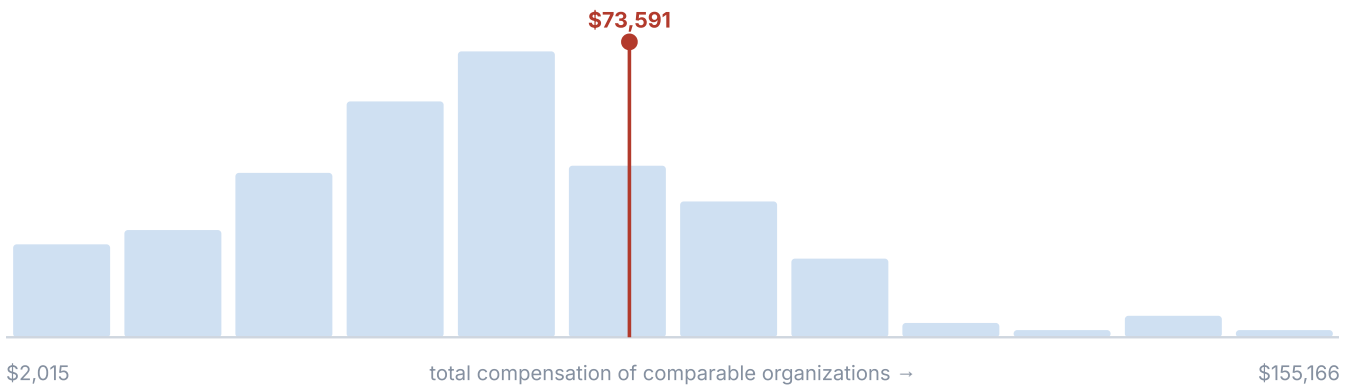
Benchmarked executive: Melinda Cadena — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

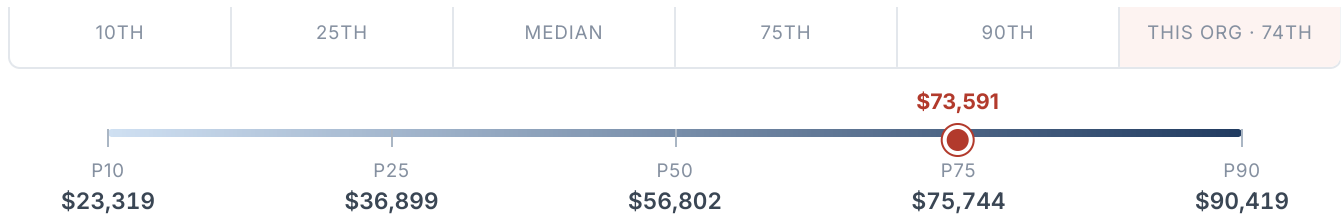
SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$235,070 and \$526,276 — 0.67x to 1.50x the subject's \$350,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

185 organizations qualified on sector, size, and geography → **185** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,319	\$36,899	\$56,802	\$75,744	\$90,419	\$73,591
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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 AZ 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
African Girls Hope Foundation Inc	GA	\$348,994	President	\$32,750	\$34,240	2023
East Gate Ministries	VA	\$352,857	President / Director	\$97,883	\$98,272	2023
James Samaritan	LA	\$348,641	Executive Director	\$45,000	\$50,045	2024
Texas Community Counseling	TX	\$347,313	Executive Director	\$7,318	\$7,393	2024
Grace Beyond Borders Nwi Inc	IN	\$354,953	Executive Director	\$27,667	\$30,338	2023
Mid Shore Community Mediation	MD	\$355,111	Executive Di	\$59,375	\$57,719	2023
United Families Nonprofit Corporation	SD	\$355,352	Executive Director	\$28,219	\$31,453	2024
Village-connect Inc	CA	\$355,988	Executive Dir.	\$74,250	\$66,667	2023
First Option Care Inc	GA	\$358,509	Executive Dir.	\$49,488	\$51,740	2023
Heart Of Grant County	OR	\$360,618	Executive Director	\$70,000	\$63,961	2025
Lumpkin County Family Connection	GA	\$339,834	Exec Directo	\$43,607	\$43,142	2025
Beyond Pregnancy Care Inc	FL	\$338,985	Executive Director	\$70,542	\$66,929	2024
Los Angeles Pregnancy Services Inc	CA	\$362,937	Exec. Direct	\$78,709	\$68,643	2024
Adoption Solutions Of Arizona	AZ	\$364,339	President	\$35,500	\$35,500	2023
Answers For Life	AZ	\$336,652	Executive Director	\$28,347	\$27,534	2024
The Circle Family Center	CA	\$336,461	Director	\$45,677	\$39,836	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy Resource Connection Inc	CO	\$365,381	Executive Dir.	\$60,000	\$58,107	2024
The Children And Family Connection	AL	\$335,749	Executive Director	\$49,737	\$54,268	2024
The Nest Frsc	WA	\$335,588	Ceo	\$7,183	\$6,495	2024
Hilltown Village	MA	\$366,393	Development Director	\$26,588	\$24,130	2024
Nurturepa Inc	PA	\$367,905	Board Member	\$9,000	\$8,830	2025
Union Station Of Logan County	OH	\$333,760	Director	\$46,679	\$51,408	2023
Family Focus Christian Counseling Inc	CA	\$332,979	Executive Dir.	\$22,085	\$19,829	2023
Created With Purpose Of West Texas	TX	\$371,110	Executive Di	\$24,000	\$24,963	2023
Belong	VA	\$371,203	Executive Di	\$97,648	\$95,223	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	185 organizations. Compensation range \$2,015–\$155,166; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$350,851); for reference, expenses \$316,273 and assets \$155,628.
ROLE MATCH	Melinda Cadena, reported title " <i>EXECUTIVE DIRECTOR</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 2 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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	72 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 (Melinda Cadena) 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 185 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,591 is reasonable (approximately the 74th 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.