

This analysis benchmarks the total compensation of **Cheksha White, Executive Director / CEO** (\$58,000) against **every comparable organization** that fit the selection criteria — **502** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

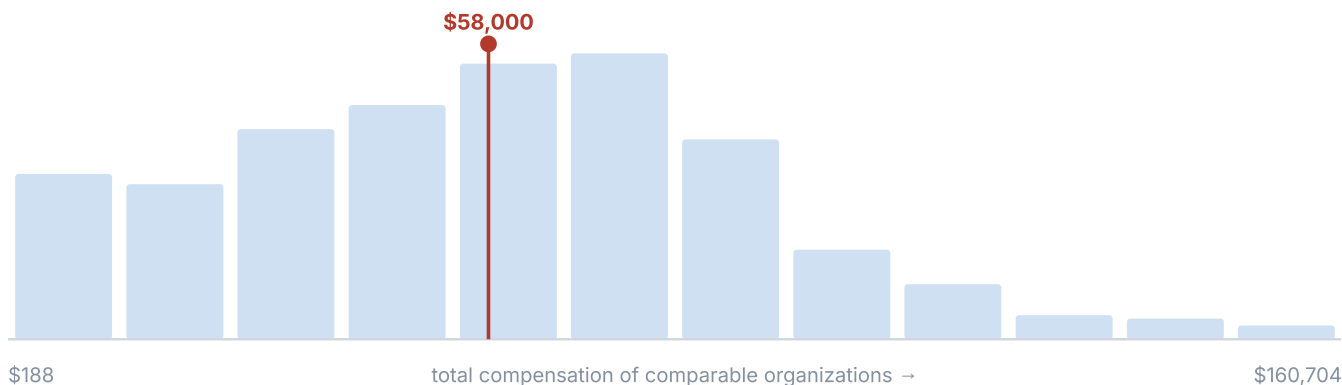
Benchmarked executive: Cheksha White — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$208,987 and \$467,881 — 0.67x to 1.50x the subject's \$311,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

502 organizations qualified on sector, size, and geography → **502** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,537	\$33,015	\$58,039	\$78,447	\$99,627	\$58,000
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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 VA 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
I Have A Dream Foundation - Dallas	TX	\$311,430	Member	\$44,844	\$46,459	2024
First In Missouri	MO	\$311,398	Executive Director	\$62,000	\$66,258	2025
Hope House Northern Colorado	CO	\$311,172	Executive Director	\$45,231	\$44,919	2024
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$48,161	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$30,507	2024
The Dream Center Inc	TN	\$310,600	President / Executive Director	\$86,275	\$93,923	2024
The Mentor Connector Inc	VT	\$310,317	Executive Di	\$79,523	\$80,761	2025
End It Corporation	FL	\$310,168	Executive Director	\$49,500	\$48,161	2024
Angels Of Hope Minsitry	IN	\$310,141	Assistant Director	\$33,600	\$36,698	2024
Deeply Ingrained Inc	IN	\$309,857	Executive Di	\$58,077	\$63,431	2024
Youthbase Inc	SC	\$314,032	Executive Director	\$60,830	\$65,725	2024
Youthserve Inc	AL	\$314,045	Executive Director	\$89,095	\$99,687	2024
Grand Valley Amateur Hockey Association	MI	\$309,784	Hockey Director	\$20,000	\$21,380	2024
Drawbridge	CA	\$309,553	Executive Dir.	\$102,999	\$92,114	2024
Pinellas County Hunter Associationinc	FL	\$309,553	Show Secretary	\$10,000	\$9,729	2024
Propelling Into Triumph Inc	FL	\$309,296	President	\$74,231	\$72,223	2024
Chicago Baseball And Educational	IL	\$309,214	Trustee	\$119,359	\$121,531	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Blue Heart Foundation	CA	\$309,138	Vice President	\$11,711	\$10,473	2024
Sea Devils Fka Saint Michael Albertville Area Swim	MN	\$314,799	Coaching Rep	\$70,370	\$74,142	2023
Southeast Raleigh Community	NC	\$315,095	Executive Director	\$16,500	\$18,178	2023
Torrington Police Activities League Inc	CT	\$308,614	Operations Director	\$50,662	\$50,649	2023
Camp Crossway Inc	OK	\$315,237	Pres	\$10,038	\$11,448	2024
Hill Academy	PA	\$308,492	Executive Director	\$23,784	\$24,565	2024
Youth Run Nola Inc	LA	\$315,470	Executive Director	\$44,601	\$52,366	2023
Stafford Junction Inc	VA	\$308,357	Executive Di	\$68,600	\$68,600	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	502 organizations. Compensation range \$188–\$160,704; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$311,921); for reference, expenses \$361,066 and assets \$65,391.
ROLE MATCH	Cheksha White, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	50 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	49 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 (Chekesha White) 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 502 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,000 is reasonable (approximately the 50th 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.