

# Cov Co Partnership For Children

Executive Director / CEO

EIN 311765751

AL · NTEE P40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Freda Barton, Executive Director / CEO** (\$8,400) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Freda Barton — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P40).

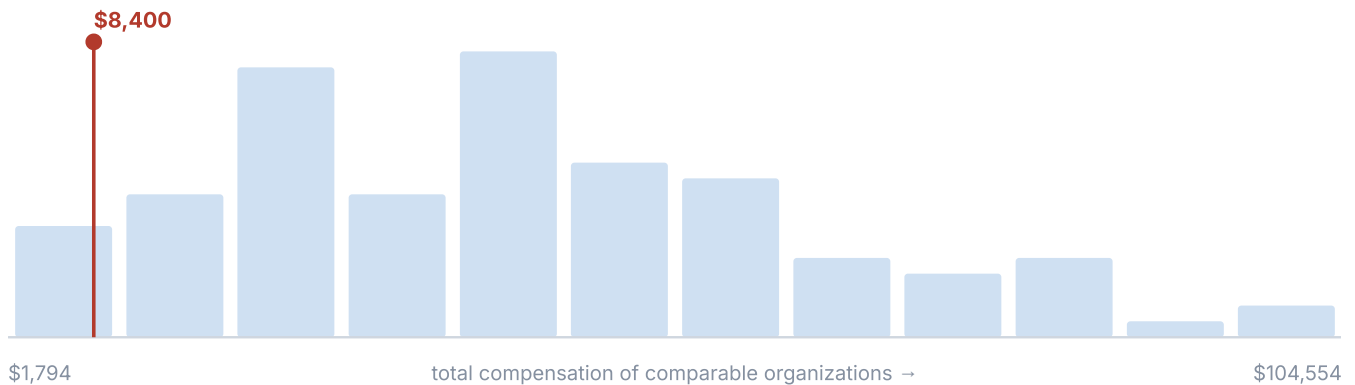
**BUDGET** Total revenue between \$114,666 and \$256,716 — 0.67x to 1.50x the subject's \$171,144 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**98** organizations qualified on sector, size, and geography

→ **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,839

\$24,222

\$39,634

\$55,081

\$74,132

\$8,400



## ■ 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 AL 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="#">The Tree House Foundation Inc</a>	FL	\$170,518	Executive Director	\$53,323	<b>\$45,037</b>	2024
<a href="#">See Forward Ukraine Inc</a>	MA	\$172,141	Executive Dir.	\$50,000	<b>\$40,397</b>	2024
<a href="#">Jennings County Council On Domestic Violence Inc</a>	IN	\$169,801	Executice Director	\$53,257	<b>\$50,495</b>	2024
<a href="#">Radical Love</a>	IL	\$169,699	President	\$32,632	<b>\$28,844</b>	2024
<a href="#">Real Dads Network Incorporated</a>	NY	\$172,618	President	\$21,176	<b>\$17,204</b>	2024
<a href="#">Families First Inc</a>	PA	\$168,206	Director	\$72,064	<b>\$62,946</b>	2025
<a href="#">Black Lives Matter 5280</a>	CO	\$174,327	Board Chairperson	\$104,100	<b>\$92,396</b>	2023
<a href="#">Pregnancy And Family Services</a>	AL	\$174,575	Executive Director	\$39,684	<b>\$38,545</b>	2024
<a href="#">Martin Area Resource Center</a>	MI	\$174,732	Executive Di	\$25,245	<b>\$24,119</b>	2023
<a href="#">United Services For Effective Parenting Ohio Inc</a>	OH	\$176,743	Executive Director	\$84,825	<b>\$80,775</b>	2024
<a href="#">Family Promise Of Irving</a>	TX	\$177,050	Executive Director	\$50,219	<b>\$45,165</b>	2024
<a href="#">Reclaiming Our Community</a>	MO	\$164,095	Director	\$15,806	<b>\$15,052</b>	2024
<a href="#">National House Of Hope Inc</a>	FL	\$162,181	Director	\$71,417	<b>\$64,648</b>	2022
<a href="#">Cutliff Grove Family Resource</a>	GA	\$180,982	Executive Di	\$27,069	<b>\$24,470</b>	2024
<a href="#">Orphans Treasure Box Books</a>	IL	\$159,725	Chair	\$10,133	<b>\$8,956</b>	2024
<a href="#">Fathers Alive In The Hood</a>	NY	\$158,240	Executive Director	\$9,691	<b>\$8,106</b>	2023
<a href="#">Childrens Center Of Transylvania County Inc</a>	NC	\$184,128	Exec Dir	\$50,250	<b>\$48,061</b>	2023
<a href="#">Embraced International Inc</a>	NC	\$184,336	Executive Director	\$24,207	<b>\$23,152</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Families Helping Families</a>	IA	\$157,744	Exec Dir - (Current) Partial	\$6,923	<b>\$6,640</b>	2025
<a href="#">Selah</a>	CO	\$185,436	Executive Director	\$58,458	<b>\$50,397</b>	2024
<a href="#">Instituto Del Hogar Celia Y Harris Bunker Inc</a>	PR	\$185,705	Executive Director	\$46,493	<b>\$46,493</b>	2023
<a href="#">Do Your Children Believe Inc</a>	GA	\$187,895	President	\$38,449	<b>\$35,785</b>	2023
<a href="#">The Toby Center For Family</a>	FL	\$188,296	Ceo	\$69,639	<b>\$58,818</b>	2024
<a href="#">Goodwill Ventures</a>	IN	\$153,600	Board Member	\$27,429	<b>\$26,006</b>	2024
<a href="#">Scholl Community Impact Group Inc</a>	WI	\$190,051	Volunteer	\$2,800	<b>\$2,629</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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>98</b> organizations. Compensation range \$1,794–\$104,554; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$171,144); for reference, expenses \$279,855 and assets \$20,945. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Freda Barton, reported title <i>"TREASURER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	6 <sup>th</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 (Freda Barton) 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 98 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,400 is reasonable (approximately the 6<sup>th</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.