

# Children Of Pokot Educational Fund Inc

Executive Director / CEO

EIN 371367560  
 IL · NTEE P20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Devane Amalla, Executive Director / CEO** (\$20,167) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

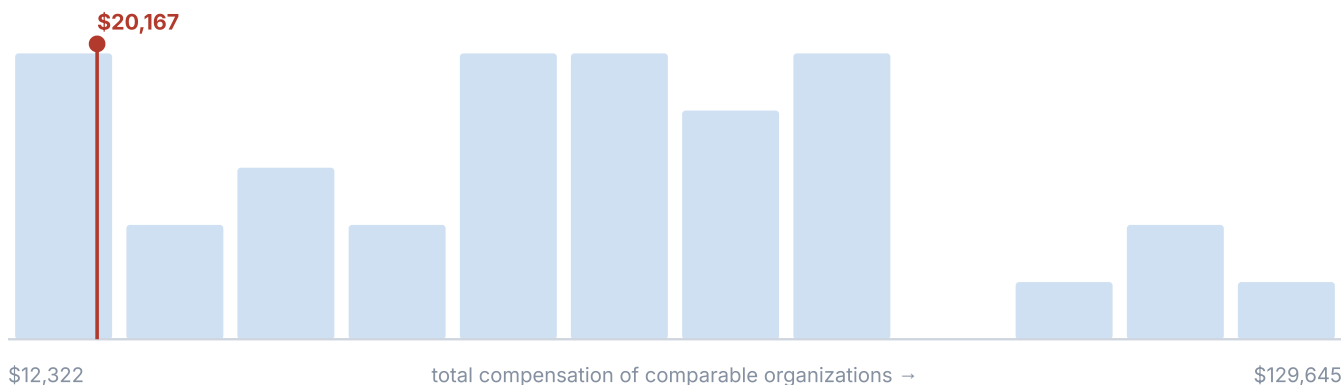
**Benchmarked executive:** Devane Amalla — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$264,445 and \$592,042 — 0.67x to 1.50x the subject's \$394,695 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + IL + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,616	\$40,378	\$63,218	\$80,893	\$101,038	\$20,167
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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 IL 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="#">Haven House</a>	IL	\$391,143	President	\$16,973	<b>\$16,486</b>	2024
<a href="#">New Life For Haiti</a>	IL	\$385,490	Executive Director	\$71,566	<b>\$67,721</b>	2025
<a href="#">Darren B Easterling Center For Restorative Practices</a>	IL	\$382,411	Executive Director	\$82,081	<b>\$79,726</b>	2024
<a href="#">Rainbow Cafe Lgbtq Center</a>	IL	\$409,133	Executive Director (Former)	\$60,000	<b>\$58,279</b>	2024
<a href="#">House Of Neighborly Service - Monroe</a>	IL	\$417,391	Executive Dir.	\$56,833	<b>\$55,202</b>	2024
<a href="#">Imago Relationships North America</a>	IL	\$364,114	Executive Dir.	\$116,504	<b>\$113,162</b>	2024
<a href="#">Chatham Community Collaborative Nfp</a>	IL	\$427,971	President	\$12,686	<b>\$12,322</b>	2024
<a href="#">Laurent House Foundation Inc</a>	IL	\$429,022	Executive Director	\$75,000	<b>\$72,848</b>	2024
<a href="#">Glenn Hudson Muay Thai Self Defense</a>	IL	\$432,387	President	\$88,400	<b>\$85,864</b>	2024
<a href="#">Kids Teen Rider Inc</a>	IL	\$433,792	President	\$40,000	<b>\$38,852</b>	2024
<a href="#">Street Samaritans</a>	IL	\$434,855	Executive Director	\$67,923	<b>\$65,974</b>	2024
<a href="#">1st Way Pregnancy Support Services</a>	IL	\$440,407	Executive Dir.	\$42,000	<b>\$40,795</b>	2024
<a href="#">Hearts United Associaiton</a>	IL	\$337,196	Ackerman	\$41,140	<b>\$39,960</b>	2024
<a href="#">Trauma &amp; Resilience Initiative Inc</a>	IL	\$457,924	Executive Dir.	\$86,718	<b>\$82,059</b>	2025
<a href="#">Sisterhouse</a>	IL	\$461,585	Executive Director	\$71,814	<b>\$71,814</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Equity &amp; Empowerment For Evanston Families</a>	IL	\$313,204	President	\$120,000	<b>\$113,553</b>	2025
<a href="#">Hcu Network America</a>	IL	\$476,261	Executive Officer/secretar	\$72,000	<b>\$69,934</b>	2024
<a href="#">Fathers Who Care Nfp</a>	IL	\$308,447	Executive Director	\$85,000	<b>\$82,561</b>	2024
<a href="#">Soup N Share Outreach Program</a>	IL	\$307,443	Director	\$18,000	<b>\$18,000</b>	2023
<a href="#">The Village Legal And Community</a>	IL	\$306,554	President & Ceo	\$74,754	<b>\$72,609</b>	2024
<a href="#">Center For Grief Recovery &amp; Sibling Loss</a>	IL	\$491,066	Executive Director	\$129,645	<b>\$129,645</b>	2023
<a href="#">Elms University Center</a>	IL	\$492,322	Secretary	\$23,167	<b>\$22,502</b>	2024
<a href="#">United Way Of Lee County Inc</a>	IL	\$500,706	Executive Director	\$49,000	<b>\$49,000</b>	2023
<a href="#">Sacred Spaces Of Care</a>	IL	\$287,859	Executive Director	\$111,320	<b>\$108,126</b>	2024
<a href="#">Leaps Of Love Inc</a>	IL	\$287,106	President	\$19,541	<b>\$19,541</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 35 organizations. Compensation range \$12,322–\$129,645; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$394,695); for reference, expenses \$330,621 and assets \$149,767.

**ROLE MATCH** Devane Amalla, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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 (Devane Amalla) 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 35 similarly situated organizations (Same NTEE sector (P20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,167 is reasonable (approximately the 14<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.