

# Metco Directors Association Inc

Executive Director / CEO

EIN 371574499

MA · NTEE G05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lateefah Franck, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **244** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lateefah Franck — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (G05).

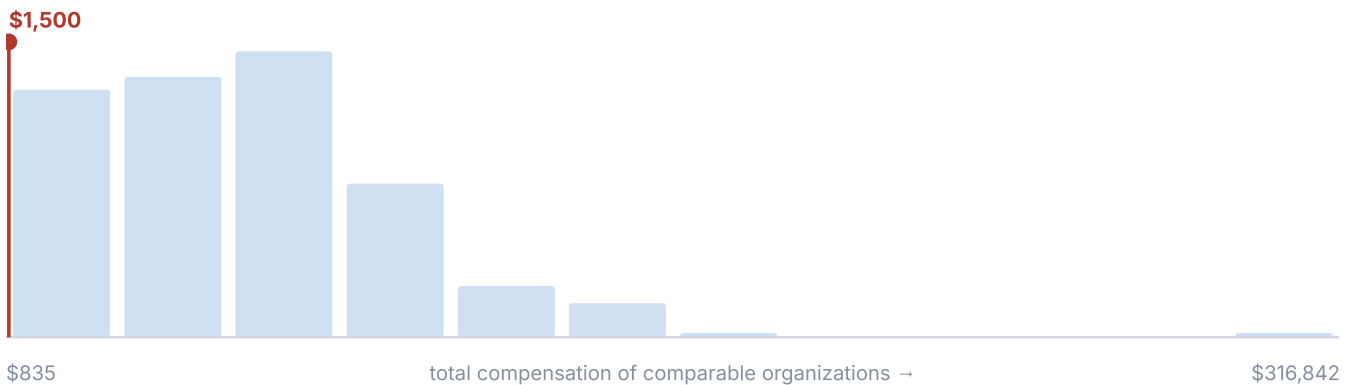
**BUDGET** Total revenue between \$131,833 and \$295,149 — 0.67x to 1.50x the subject's \$196,766 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

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

→ **244** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,927

\$28,081

\$54,899

\$78,808

\$101,490

**\$1,500**



## ■ 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 MA 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="#">Childrens Developmental Center Of Lima</a>	OH	\$196,823	Executive Director	\$41,233	<b>\$48,599</b>	2024
<a href="#">Asociacion Para La Superacion Del Nino Con Sindrome Down</a>	PR	\$197,004	Director	\$42,700	<b>\$42,700</b>	2024
<a href="#">Garretts Place Life Skills Center For Autism</a>	MI	\$196,480	Executive Director	\$13,594	<b>\$15,614</b>	2024
<a href="#">International Society For Molecular</a>	FL	\$197,204	President	\$10,000	<b>\$10,454</b>	2024
<a href="#">Ataxia Connection Inc</a>	NE	\$197,420	Executive Director	\$78,718	<b>\$94,218</b>	2024
<a href="#">Together Enhancing Autism Awareness In</a>	MS	\$195,740	Ceo	\$29,203	<b>\$37,264</b>	2023
<a href="#">Taking Aim At Cancer In Louisiana</a>	LA	\$197,837	Executive Director	\$119,000	<b>\$145,819</b>	2024
<a href="#">Committe On Better Racial Assurance</a>	SC	\$198,039	Executive Director	\$76,949	<b>\$87,031</b>	2025
<a href="#">Camp Can Do 2014 Inc</a>	PA	\$198,089	Vice Preside	\$12,500	<b>\$14,281</b>	2023
<a href="#">Q Foundation</a>	CA	\$198,250	Executive Director	\$320,267	<b>\$316,842</b>	2023
<a href="#">Post-polio Health International Inc</a>	MO	\$194,777	Executive Director	\$71,465	<b>\$84,232</b>	2024
<a href="#">Ovations For The Cure Inc</a>	MA	\$194,308	Executive Di	\$84,180	<b>\$86,666</b>	2023
<a href="#">Coles Horse Autism Therapy Station</a>	VA	\$199,361	Sec/treasurer	\$11,109	<b>\$12,289</b>	2023
<a href="#">Sensational Fun Inc</a>	NY	\$193,991	Executive Director	\$26,750	<b>\$27,694</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Badger Childhood Cancer Network Inc</a>	WI	\$199,618	Executive Director	\$60,991	<b>\$75,969</b>	2022
<a href="#">Patellofemoral Foundation Inc</a>	CT	\$200,076	Executive Dir.	\$14,438	<b>\$15,065</b>	2024
<a href="#">Middle East Cystic Fibrosis Associa</a>	MA	\$201,333	President Executive Director	\$69,200	<b>\$69,200</b>	2024
<a href="#">Down Syndrome Assn Of Ne Indiana</a>	IN	\$201,394	Executive Di	\$72,600	<b>\$87,715</b>	2023
<a href="#">State Of West Virginia</a>	WV	\$201,741	President	\$12,000	<b>\$14,459</b>	2024
<a href="#">Vein Of Galen Malformation Support</a>	ME	\$201,925	President	\$18,846	<b>\$21,000</b>	2024
<a href="#">Hair Peace Charities</a>	PA	\$202,418	Founder, Executive Directo	\$42,350	<b>\$46,998</b>	2024
<a href="#">Grin2b Foundation</a>	IL	\$202,773	Contractor - Consultant	\$7,000	<b>\$7,885</b>	2023
<a href="#">Capital Tea Inc</a>	FL	\$203,241	Executive Di	\$50,000	<b>\$52,271</b>	2024
<a href="#">Carolina Children's Charity Inc</a>	SC	\$190,165	Executive Director	\$91,455	<b>\$106,174</b>	2024
<a href="#">Multicultural Autism Action Network</a>	MN	\$203,519	Executive Director	\$39,495	<b>\$43,428</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **244** organizations. Compensation range \$835–\$316,842; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$196,766); for reference, expenses \$227,548 and assets \$63,342.
ROLE MATCH	Lateefah Franck, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Lateefah Franck) 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 244 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.