

Asm Qalib Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mischelle Causey-drake, Executive Director / CEO** (\$20,719) against **every comparable organization** that fit the selection criteria — **924** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

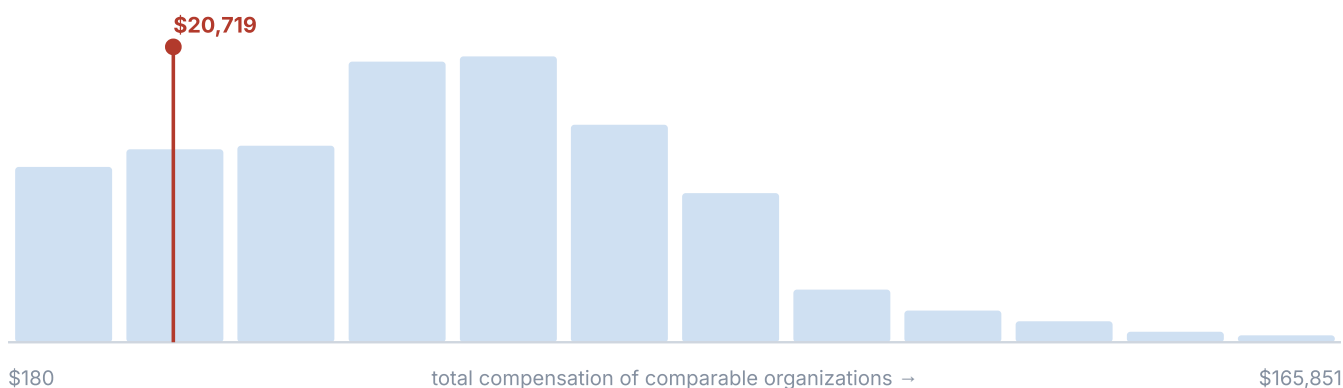
Benchmarked executive: Mischelle Causey-drake — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O02).
BUDGET	Total revenue between \$210,572 and \$471,430 — 0.67x to 1.50x the subject's \$314,287 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

924 organizations qualified on sector, size, and geography → **924** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,893	\$30,593	\$53,646	\$73,814	\$91,494	\$20,719
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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
Girls On The Run Of Central Illinois	IL	\$314,079	Executive Dir.	\$67,642	\$65,701	2024
Youthserve Inc	AL	\$314,045	Executive Director	\$89,095	\$95,097	2024
Youthbase Inc	SC	\$314,032	Executive Director	\$60,830	\$62,699	2024
Mewater Foundation Incorporated	CA	\$314,579	Ceo	\$96,000	\$84,320	2023
Early Childhood Education Alliance	OH	\$314,652	Director/chief Executive	\$60,132	\$62,924	2024
Sea Devils Fka Saint Michael Albertville Area Swim	MN	\$314,799	Coaching Rep	\$70,370	\$70,728	2023
Southeast Raleigh Community	NC	\$315,095	Executive Director	\$16,500	\$17,342	2023
Tri-town Youth Services Bureau Inc	CT	\$313,338	Exec. Dir.	\$77,119	\$71,439	2024
Camp Crossway Inc	OK	\$315,237	Pres	\$10,038	\$10,920	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$29,102	2024
Youth Run Nola Inc	LA	\$315,470	Executive Director	\$44,601	\$49,955	2023
Can Do Kids Nfp (An Il Not For Profit Corp)	IL	\$313,088	Executive Director Assistant Secretary	\$34,500	\$34,500	2023
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$45,943	2024
Chisago Lakes Area Recreation Association	MN	\$312,801	Gaming Manager	\$890	\$895	2023
All For One Inc	GA	\$315,806	Executive Di	\$44,500	\$44,206	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth For Christ Usa Inc So Calif	CA	\$312,741	Board Member	\$62,803	\$52,198	2025
Counter Culture Ministries Inc	TN	\$315,945	President	\$70,000	\$72,696	2024
Girls On The Run - Sierras	NV	\$316,126	Executive Di	\$97,520	\$96,577	2024
Kamp Hawaii Inc	HI	\$316,243	Executive Di	\$61,625	\$54,511	2024
Youth For A Better Future	IL	\$312,309	Executive Director	\$64,000	\$62,164	2024
Tony's Charitable Foundation	IL	\$312,269	Director	\$42,293	\$41,080	2024
Boys & Girls Club Of The Gila Valley	AZ	\$312,237	Executive Director	\$43,538	\$42,591	2023
One For One Chicago	IL	\$316,353	Executive Director	\$107,000	\$103,930	2024
Authoring Action	NC	\$316,451	Executive Director	\$42,300	\$44,458	2023
Girls Club	VA	\$311,921	Executive Director	\$58,000	\$55,329	2024

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.

■ Sample, role match & sensitivity

PEER COUNT 924 organizations. Compensation range \$180–\$165,851; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$314,287); for reference, expenses \$333,900 and assets \$11,794,217.

ROLE MATCH Mischelle Causey-drake, reported title "*SECRETARY*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match —**

the board should confirm this is a comparable role.

RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	17 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Mischelle Causey-drake) 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 924 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,719 is reasonable (approximately the 17th 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.