

# Autism Empowerment

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Shasti Mclaughlin, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **32** 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:** Shasti Mclaughlin — reported title “Board Member”, 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 (G84).

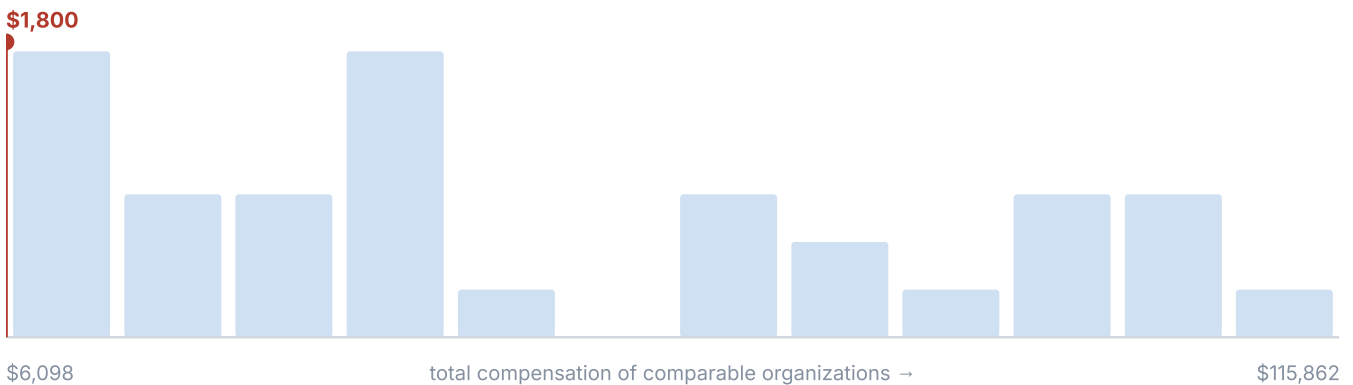
**BUDGET** Total revenue between \$189,650 and \$424,590 — 0.67x to 1.50x the subject's \$283,060 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

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

→ **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,606	\$22,642	\$40,766	\$75,340	\$98,249	\$1,800
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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 WA 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 Whole Spectrum Autism Foundation</a>	NJ	\$276,577	Ceo	\$8,640	<b>\$8,369</b>	2024
<a href="#">Autism Care Today</a>	CA	\$294,338	Director	\$64,498	<b>\$62,207</b>	2023
<a href="#">The Color Of Autism Foundation</a>	MI	\$262,020	Chief Executive Officer	\$85,300	<b>\$98,339</b>	2023
<a href="#">5-eleven Hoops</a>	CA	\$260,670	Executive Director	\$25,600	<b>\$23,983</b>	2024
<a href="#">Community For Autism And Motor Planning</a>	AZ	\$306,925	Interim Executive Director	\$23,111	<b>\$24,825</b>	2023
<a href="#">Abilities Workshop Inc</a>	FL	\$257,827	Director	\$40,000	<b>\$40,766</b>	2024
<a href="#">Autism After 21 Inc</a>	FL	\$254,859	Director	\$40,000	<b>\$40,766</b>	2024
<a href="#">Every Child</a>	CA	\$311,793	Vice President	\$35,890	<b>\$33,622</b>	2024
<a href="#">Independent Identity</a>	TX	\$320,346	Executive Director	\$88,892	<b>\$99,318</b>	2023
<a href="#">Feat Of Louisville Inc</a>	KY	\$326,810	Executive Di	\$70,025	<b>\$84,030</b>	2023
<a href="#">Seeds Of Love</a>	PA	\$237,579	Gm/president	\$15,933	<b>\$17,747</b>	2023
<a href="#">Autism Society Northwestern Pennsylvania</a>	PA	\$328,542	Executive Director	\$65,039	<b>\$72,443</b>	2023
<a href="#">AsIs Incorporated</a>	CA	\$231,051	President	\$8,899	<b>\$8,583</b>	2023
<a href="#">Hunt2heal</a>	MI	\$226,580	Executive Director	\$56,750	<b>\$61,910</b>	2025
<a href="#">Asd Adult Achievement Center Inc</a>	FL	\$218,689	President	\$26,900	<b>\$28,226</b>	2023
<a href="#">Autism Project Inc</a>	MD	\$348,170	Director	\$95,723	<b>\$99,957</b>	2023
<a href="#">Ag For Autism</a>	AR	\$216,270	Assistant	\$5,000	<b>\$6,098</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Autism Society Of The Keys Inc</a>	FL	\$211,036	Executive Dir.	\$65,000	<b>\$68,203</b>	2023
<a href="#">Autism Trust Usa</a>	TX	\$208,305	Secretary	\$40,220	<b>\$44,937</b>	2023
<a href="#">International Society For Autism</a>	FL	\$205,078	Executive Di	\$18,270	<b>\$18,620</b>	2024
<a href="#">Multicultural Autism Action Network</a>	MN	\$203,519	Executive Director	\$39,495	<b>\$42,339</b>	2024
<a href="#">Care Warriors Inc</a>	TX	\$362,855	Ceo/executive Director	\$10,656	<b>\$11,564</b>	2024
<a href="#">Creative Arts Therapy Center Inc</a>	MO	\$363,742	Music Therapist	\$62,990	<b>\$72,380</b>	2024
<a href="#">Coles Horse Autism Therapy Station</a>	VA	\$199,361	Sec/treasurer	\$11,109	<b>\$11,981</b>	2023
<a href="#">Garretts Place Life Skills Center For Autism</a>	MI	\$196,480	Executive Director	\$13,594	<b>\$15,222</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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** 32 organizations. Compensation range \$6,098–\$115,862; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$283,060); for reference, expenses \$329,339 and assets \$326,653.

**ROLE MATCH** Shasti Mclaughlin, reported title *"Board Member"*, 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** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	0 <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 (Shasti Mclaughlin) 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 13, 2026, comparing compensation against 32 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,800 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].

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 13, 2026.