

Affect Change Inc

Executive Director / CEO

EIN 452670870

TX · NTEE G12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chandler Stancliff, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

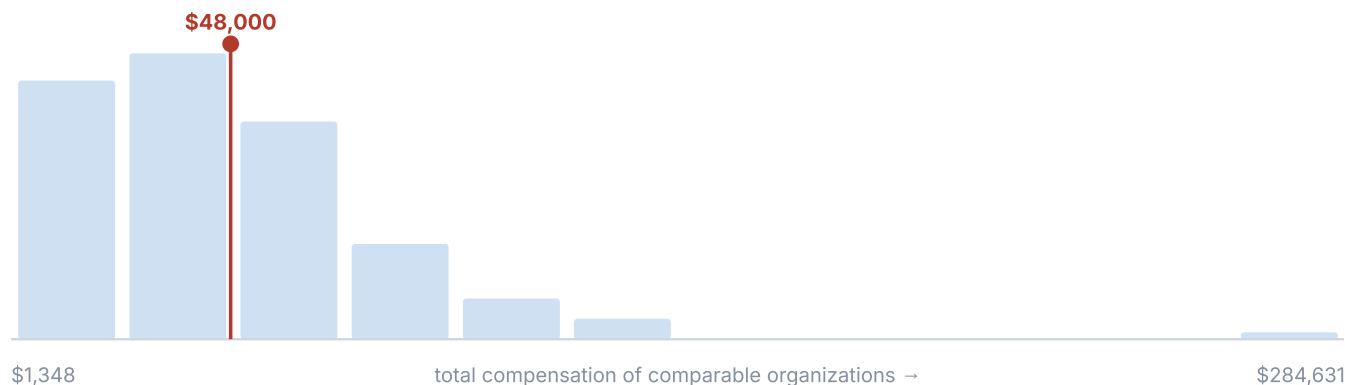
Benchmarked executive: Chandler Stancliff — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G12).
BUDGET	Total revenue between \$94,605 and \$211,803 — 0.67x to 1.50x the subject's \$141,202 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

136 organizations qualified on sector, size, and geography → **136** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,033	\$21,576	\$42,071	\$62,974	\$82,543	\$48,000
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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 TX 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
The Medical Staff Of The California	CA	\$143,209	President	\$30,000	\$26,662	2023
Brave Men Inc	OH	\$139,108	Executive Director	\$36,022	\$37,157	2025
Connect Thru Cancer	PA	\$138,775	Executive Director	\$64,650	\$64,451	2024
Autoimmune Encephalitis Alliance Inc	NC	\$143,916	Program Director	\$90,617	\$96,367	2023
Federation Of The Blind Of Sc	SC	\$138,297	Executive Director	\$23,940	\$26,759	2022
Maximum Hope Foundation	CA	\$144,714	Key Employee	\$39,231	\$33,865	2024
Resurrecting Lives Foundation	OH	\$137,305	Founder/executive Director	\$45,000	\$47,647	2024
Big Hearts To Little Hearts	NJ	\$136,094	President	\$21,883	\$19,532	2024
Advocates For Alzheimer's Care Inc	GA	\$135,795	Executive Director	\$21,392	\$21,503	2024
Lupus Foundation Of New England Inc	MA	\$147,227	Presidentexec Director	\$89,550	\$80,446	2024
Northeast Louisiana Sickle Cell Anemia Foundation	LA	\$148,756	Executive Director	\$36,990	\$41,921	2023
Partners To The World Inc	GA	\$133,500	President	\$51,151	\$51,415	2024
The Lily Pad Foundation	MS	\$132,852	Executive Director	\$50,000	\$55,670	2024
Melanoma Know More	OH	\$151,878	Executive Director	\$88,557	\$93,766	2024
Team Up For Down Syndrome	KS	\$130,076	Secretary	\$4,491	\$4,994	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southwestern Ohio Hemophilia Foundation	OH	\$152,580	Executive Director	\$45,186	\$49,258	2023
Sean Loring Classic	OH	\$152,756	President	\$34,250	\$36,265	2024
Caring Ambassadors Program Inc	OR	\$128,601	Executive Director	\$74,923	\$71,610	2023
Oklahaven Childrens Chiropractic Ce	OK	\$128,347	President And Chiropractor	\$70,000	\$79,332	2023
Multiple Sclerosis Society Of Colorado	CO	\$128,133	President	\$42,000	\$41,450	2023
Starlight Therapeutic Riding Center Inc	TX	\$127,182	Executive Director	\$56,683	\$56,683	2024
Breast Cancer Aid & Research Institute	AZ	\$125,675	President	\$4,593	\$4,416	2024
Be A Tiger Foundation	NJ	\$125,481	Director	\$12,000	\$11,027	2023
New Hampshire Service Office-nh Area Assembly Aa	NH	\$157,673	Secretary	\$18,145	\$17,244	2023
Turner Syndrome Foundation Inc	NJ	\$159,399	President	\$48,833	\$43,586	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **136** organizations. Compensation range \$1,348–\$284,631; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$141,202); for reference, expenses \$144,748 and assets \$48,202.

ROLE MATCH	Chandler Stancliff, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	59 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	57 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 (Chandler Stancliff) 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 136 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 59th 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.