

Fairy Godmother Project

Executive Director / CEO

EIN 454299835

VA · NTEE P58

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cathleen Passolano, Executive Director / CEO** (\$80,066) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

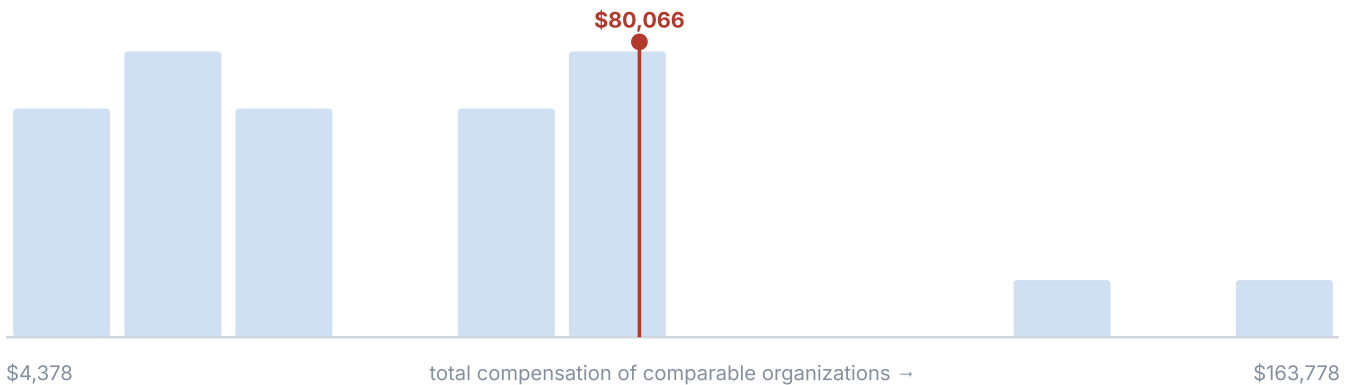
Benchmarked executive: Cathleen Passolano — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P58).
BUDGET	Total revenue between \$309,814 and \$693,615 — 0.67x to 1.50x the subject's \$462,410 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P58), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,120	\$21,241	\$41,116	\$76,657	\$82,388	\$80,066
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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 VA 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
Letters Charity	IL	\$475,053	President/executive Direct	\$56,544	\$57,573	2024
Baby Dj	FL	\$477,586	Treasurer	\$4,500	\$4,378	2024
Hope Loves Company Inc	NJ	\$479,920	Executive Dir.	\$21,154	\$20,139	2023
Troopster Donation Corp	VA	\$431,571	Ceo & President	\$37,691	\$38,804	2023
Songs Of Love Foundation	NY	\$496,367	Ceo	\$175,000	\$163,778	2024
Bikes For Goodness Sake	TX	\$408,415	Executive Dir.	\$20,857	\$21,608	2024
A Bridge For Kids	CA	\$401,083	Ceo	\$66,176	\$59,182	2024
Sweet Sleep Inc	TN	\$392,407	President	\$115,885	\$129,884	2023
Cloverdale Community Outreach Committee	CA	\$533,182	Executive Director	\$65,381	\$60,198	2023
Marshall County Christmas Coalition	AL	\$379,270	Executive Director	\$21,240	\$23,765	2024
Helping Hand Me Downs	MO	\$547,191	Founder & Executive Director	\$15,000	\$16,454	2024
Heroes Night Out Inc	TX	\$362,233	Executive Director	\$76,000	\$78,737	2024
Ambassadors Of Compassion	CO	\$566,037	Executive Director	\$34,884	\$35,666	2023
Ward 365 Nfp	IL	\$358,198	Executive Director	\$17,500	\$18,345	2023
Mending-the-gap Inc	GA	\$355,390	Secretary	\$38,769	\$40,373	2024
The Christian Laymans Corps	PA	\$351,388	President & Ceo	\$58,152	\$61,835	2023
Teachers Supply Closet	SC	\$338,844	Executive Dir.	\$72,347	\$78,169	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restore Humanity Inc	AR	\$331,449	Chairman	\$71,000	\$82,655	2024
Christmas Project Inc	NY	\$323,236	Treasurer	\$7,000	\$6,383	2025
Dignity For Divas	WA	\$316,884	Executive Director	\$45,142	\$41,858	2024
Hope's Front Door	IL	\$314,179	Executive Director	\$78,000	\$81,766	2023
Boost A Foster Family Inc	AZ	\$314,055	Secretary	\$24,000	\$24,611	2023
Childrens Literacy Network	MI	\$310,189	Executive Director	\$71,237	\$76,153	2024
Chesterfield-colonial Heights Christmas Mother Inc	VA	\$669,406	Coordinator	\$12,000	\$11,691	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	24 organizations. Compensation range \$4,378–\$163,778; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$462,410); for reference, expenses \$505,296 and assets \$676,746.
ROLE MATCH	Cathleen Passolano, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	83 rd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	83 rd

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 (Cathleen Passolano) 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 24 similarly situated organizations (Same NTEE sector (P58), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,066 is reasonable (approximately the 83rd 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.