

Children's Policy & Law Initiative

Executive Director / CEO

This analysis benchmarks the total compensation of **Meisha Wade, Executive Director / CEO** (\$24,519) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

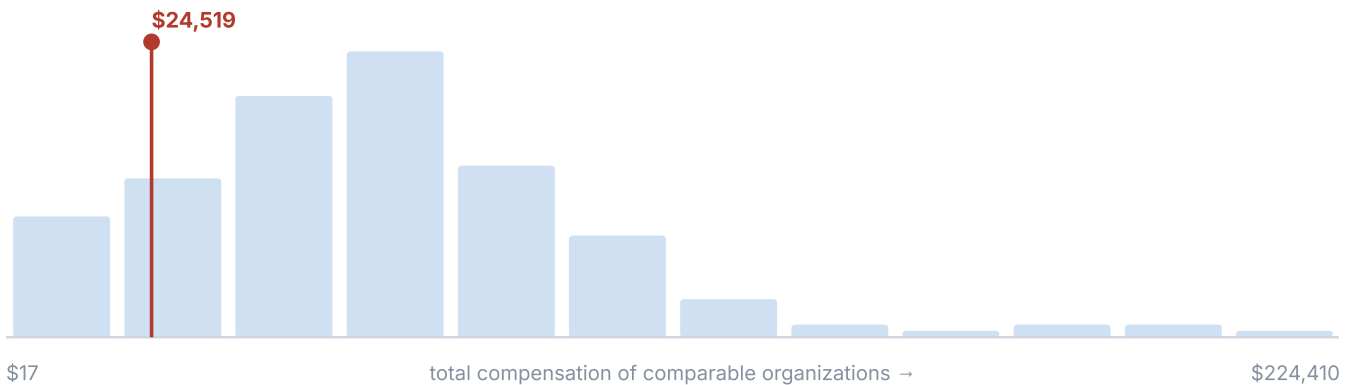
Benchmarked executive: Meisha Wade — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$234,553 and \$525,120 — 0.67x to 1.50x the subject's \$350,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,308	\$38,254	\$62,141	\$83,466	\$105,489	\$24,519
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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 IN 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
Carters Crew	AR	\$350,867	President	\$674	\$740	2023
Joshua Community Connectors Inc	KY	\$351,555	Executive Director	\$96,800	\$101,531	2023
Greater Attleboro Area Council For	MA	\$348,308	Executive Director	\$13,462	\$11,176	2025
12th Judicial District Childrens Advocacy Center Inc	TN	\$347,690	Executive Director	\$72,000	\$71,766	2024
Rockford Breakfast Club Inc	MN	\$347,297	Executive Director	\$2,500	\$2,412	2023
Coffee County Children's Advocacy	TN	\$346,246	Interim E/d	\$28,187	\$27,371	2025
Hope For Families Inc	TX	\$345,123	President & Ceo	\$13,720	\$13,014	2024
Youth Collaborative Inc	NC	\$343,947	Program Director	\$50,400	\$49,382	2024
Citykids Foundation Inc	NY	\$357,952	President	\$10,800	\$9,254	2024
Children's Focus Foundation	DC	\$360,604	President	\$89,500	\$76,676	2023
Stronger Than My Father	TN	\$361,773	President	\$67,300	\$69,063	2023
Court Appointed Special Advocates Of Paulding County Inc	GA	\$362,544	Executive Director	\$61,000	\$58,161	2024
Virgin Valley Family Services Inc	NV	\$363,388	President	\$34,320	\$32,622	2024
Legacy Refuge	MN	\$336,424	President	\$60,000	\$56,220	2024
Court Care For The Pikes Peak Region Inc	CO	\$334,727	Executive Dir.	\$24,500	\$22,277	2024
Children's Learning Center Of	MO	\$365,464	Executive Di	\$58,333	\$58,587	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Association For Child Aid	CA	\$365,647	President	\$65,000	\$53,224	2024
Accompanied By Gods Love Inc	TX	\$334,443	Administrator Founder	\$33,050	\$31,350	2024
Kindred Kids Child Advocacy Center	CO	\$334,144	Executive Di	\$91,853	\$83,519	2024
Shout Inc	CO	\$366,563	Utah Executive Director	\$110,000	\$100,020	2024
Pop-up Birthday Foundation	TX	\$367,410	Exec Director	\$65,000	\$63,478	2023
Todos Together Inc	PR	\$332,666	Executive Director	\$44,859	\$44,859	2024
Stmary'scaringinc	MD	\$332,463	Executive Director	\$43,200	\$38,298	2024
Family Support Center Of Washington Co	UT	\$332,383	Executive Director	\$75,035	\$72,823	2024
West End Center Inc	GA	\$367,807	Executive Director	\$30,788	\$30,222	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **184** organizations. Compensation range \$17–\$224,410; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$350,080); for reference, expenses \$412,968 and assets \$301,611.

ROLE MATCH	Meisha Wade, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	14 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 (Meisha Wade) 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 184 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,519 is reasonable (approximately the 15th 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.