

Mapendo Inc

Executive Director / CEO

EIN 461895599

FL · NTEE Q30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Wise, Executive Director / CEO** (\$1,200) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Melissa Wise — reported title "Treasurer/Secr", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

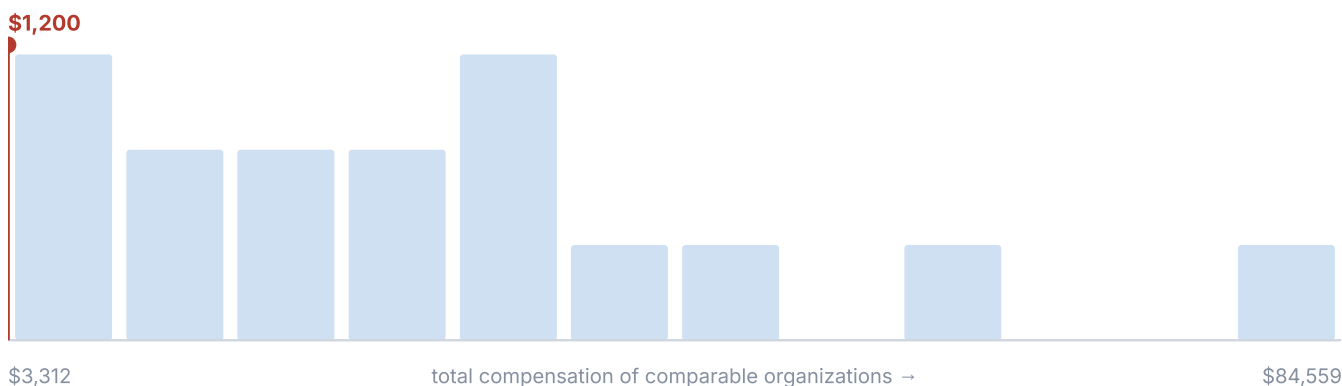
SECTOR Organizations sharing the subject's NTEE classification (Q30).

BUDGET Total revenue between \$57,901 and \$129,630 — 0.67x to 1.50x the subject's \$86,420 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,540

\$13,734

\$29,442

\$37,130

\$54,485

\$1,200

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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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 FL 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
Inmed Partnerships For Children Inc	WA	\$93,678	President	\$4,500	\$4,289	2024
Los Medicos Voladores	CA	\$68,270	Treasurer	\$19,774	\$17,707	2025
International Assistance Ministries	TX	\$105,175	Director	\$37,500	\$41,110	2023
A Bridge For Africa Foundation	CO	\$107,359	Co-exec Dir.	\$32,254	\$32,074	2025
Friends Of Hue	CA	\$109,563	Program Manager	\$3,500	\$3,312	2023
Compassion Corps	PA	\$62,343	Executive Director	\$16,500	\$17,515	2024
Solar Village Project Inc	MD	\$113,596	President	\$36,928	\$35,803	2025
Institute For International	MI	\$113,629	Exec. Direct	\$8,000	\$8,790	2024
Foundation For Restoring Womens	TN	\$114,273	Medical Dir.	\$43,814	\$50,472	2023
Vision For Missions Inc	AR	\$117,432	Missionary	\$12,000	\$14,358	2024
Intermed International Inc	NY	\$121,592	President & Program Direct	\$35,000	\$33,666	2024
U S All Blessings Corporation	TN	\$121,841	President	\$26,000	\$29,951	2023
Partners In Compassionate Care Inc	MI	\$124,335	Exec Dir Thr	\$53,242	\$58,498	2024
Afrika Tikkun Usa Inc	OH	\$124,739	Exec Directo	\$75,000	\$84,559	2024
Mercy Partners	NC	\$125,056	Executive Director	\$27,000	\$28,932	2025
Friends Of Basha	OR	\$128,694	Executive Director	\$12,000	\$11,862	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 16 organizations. Compensation range \$3,312–\$84,559; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$86,420); for reference, expenses \$114,784 and assets \$45,732.

ROLE MATCH Melissa Wise, reported title "*Treasurer/Secr*", 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.

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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	0 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 (Melissa Wise) 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 16 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 0th 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.