

Ally S Wish Inc

Executive Director / CEO

EIN 464754044

TX · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Phipps, Executive Director / CEO** (\$112,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Melissa Phipps — 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 (P99).
BUDGET	Total revenue between \$301,791 and \$675,652 — 0.67x to 1.50x the subject's \$450,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,567	\$38,868	\$65,938	\$86,101	\$118,194	\$112,000
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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
Penfield Hope Inc	NY	\$449,331	Secretary	\$41,310	\$38,419	2023
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$72,574	2024
United Steelworkers Union Local 13-12	LA	\$453,386	Business Manager	\$79,897	\$87,950	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Adminitrative Affairs	\$28,000	\$28,827	2023
Payee Services Inc	WI	\$457,007	President	\$2,463	\$2,571	2024
Loudoun Cares	VA	\$443,401	Executive Di	\$72,333	\$71,882	2023
Stand In Peace International	CA	\$459,834	Ceo	\$93,000	\$82,652	2023
Taunton Community Access & Media Inc	MA	\$440,530	President	\$9,000	\$8,085	2024
Random Acts Of Flowers Indianapolis Inc	IN	\$440,376	Executive Director	\$75,420	\$77,461	2025
Lawrence Ltd	MA	\$461,183	Vp	\$96,600	\$89,342	2023
Children's Advocacy Center Of Erie	PA	\$461,530	Executive Di	\$71,813	\$71,592	2024
A Touch Of Understanding	CA	\$461,630	Executive Dire	\$63,407	\$56,352	2023
Three Rivers Commons Inc	PA	\$438,483	President & Ceo	\$5,667	\$5,650	2024
Compassionate Care Management Inc	OH	\$436,756	President	\$56,400	\$59,718	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Hope Global Ministries Inc	NC	\$436,429	President	\$58,000	\$59,911	2024
Compassionate Sharing Inc	OK	\$464,459	Director	\$31,500	\$35,699	2023
Kings Daughters Ministry	NC	\$464,639	President Founder	\$12,000	\$12,761	2023
Ignis Community Inc - Sunyang Hana	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	\$23,671	2024
Noahs House Inc	PA	\$435,598	Executive Director/recovery Liaison	\$132,859	\$132,450	2024
The Dawson Community Empowerment Corporation	GA	\$466,722	President	\$18,000	\$18,628	2023
Legacy Ministries Inc	WY	\$433,344	President/executive Direct	\$106,596	\$114,109	2024
Amazon Salt And Light	IL	\$432,051	Director-in-country Ex Dir Sch O	\$131,491	\$129,231	2024
Help Peru Inc	NY	\$431,845	Executive Dir.	\$95,000	\$88,353	2023
Project Sweet Peas	RI	\$469,835	Executive Dir.	\$35,000	\$33,550	2024
Stronger Together Now	CA	\$430,751	Chief Executive Office	\$66,954	\$57,797	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	192 organizations. Compensation range \$756–\$552,556; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$450,435); for reference, expenses \$433,140 and assets \$214,633.
ROLE MATCH	Melissa Phipps, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	88 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	84 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 Phipps) 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 192 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,000 is reasonable (approximately the 88th 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.