

The Sarah Michelle Peterson Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Peterson, Executive Director / CEO** (\$67,029) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Peterson — 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 (T12).
BUDGET	Total revenue between \$117,889 and \$263,931 — 0.67x to 1.50x the subject's \$175,954 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,214	\$19,940	\$55,460	\$71,144	\$94,982	\$67,029
---------	----------	----------	----------	----------	----------



● 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
Robert U & Roberta Goldman Family	IL	\$177,349	Treasurer And Assistant Secretary	\$80,133	\$81,591	2024
Mvp Foundation	AZ	\$181,500	Executive Director	\$60,000	\$61,528	2023
Charity Bridge Fund	CT	\$168,840	Executive Director	\$56,194	\$53,162	2025
The Care Collaborative Inc	MA	\$185,282	Executive Director	\$25,904	\$24,108	2024
Tony Laudadio Foundation	TX	\$186,253	Executive Director	\$9,000	\$9,324	2024
Milwaukee Center For Independence	WI	\$162,963	President/ceo	\$53,025	\$57,354	2024
The Hatedust Project Inc	CA	\$190,966	President	\$20,145	\$18,548	2023
Banfield Better Together Fund	WA	\$159,633	Board President	\$9,857	\$9,140	2024
Member To Member Inc	PA	\$192,950	President & Ceo	\$77,918	\$80,475	2024
The Oswald Supporting Organization	OH	\$158,852	Secretary/treasurer	\$60,259	\$68,054	2023
Collision Industry Foundation	VA	\$200,134	Trustee	\$7,800	\$7,800	2024
Washington State Legends Of Soccer	WA	\$150,866	Executive Director	\$17,000	\$15,763	2024
Bvm Foundation	VA	\$201,839	Administrati	\$2,500	\$2,574	2023
Building Industry Charitable Foundation	KY	\$206,718	Executive Vice-president	\$13,400	\$14,910	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pacific Retirement Services Foundation	OR	\$144,588	Chair	\$65,621	\$63,114	2024
Unity Music Foundation	CA	\$209,951	Secretary	\$23,168	\$21,331	2023
Healing Hand Foundation	AK	\$212,578	Executive Di	\$40,000	\$39,607	2024
Zeitler Charitable Trust	OH	\$219,576	Trustee	\$2,000	\$2,194	2024
Hope For Autumn Foundation	AL	\$222,332	Executive Director	\$60,049	\$67,188	2024
Eclesia Christian Apostolic Community Inc	FL	\$222,724	Da Silva Teixeira	\$45,269	\$44,044	2024
Masinyusane Inc	MA	\$127,397	Executive Director	\$79,333	\$73,834	2024
Ur Community Cares Inc	CT	\$225,990	Executive Director	\$57,640	\$55,972	2024
Indy Hub Foundation Inc	IN	\$228,023	President	\$80,100	\$87,484	2024
Music 4 Miracles Inc	FL	\$228,283	President	\$70,356	\$68,453	2024
Crecer Foundation	KS	\$229,915	Executive Director	\$28,800	\$32,224	2024

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	35 organizations. Compensation range \$2,194–\$678,013; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$175,954); for reference, expenses \$185,427 and assets \$14,081.
ROLE MATCH	Michelle Peterson, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 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	66 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	54 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 (Michelle Peterson) 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 35 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,029 is reasonable (approximately the 66th 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.