

# Medical Education Resources Initiative

Executive Director / CEO

EIN 471139530

MD · NTEE O50

FY ending 2024-08-31

June 10, 2026

This analysis benchmarks the total compensation of **Jimmy Tadlock, Executive Director / CEO** (\$127,213) against **every comparable organization** that fit the selection criteria — **336** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

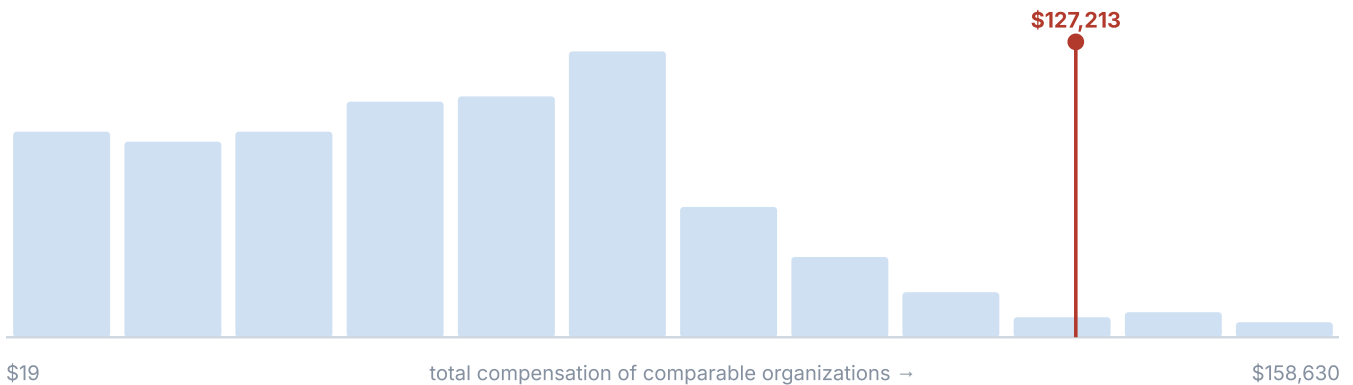
**Benchmarked executive:** Jimmy Tadlock — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$130,505 and \$292,176 — 0.67x to 1.50x the subject's \$194,784 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**336** organizations qualified on sector, size, and geography → **336** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,872	\$27,861	\$52,970	\$73,716	\$93,622	<b>\$127,213</b>
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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 MD 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
<a href="#">Hope Outreach Ministries For Every-1</a>	FL	\$195,263	Executive Dir.	\$4,400	<b>\$4,552</b>	2023
<a href="#">Hands On Deck Incorporated</a>	WI	\$195,330	Vice President	\$60,169	<b>\$69,199</b>	2023
<a href="#">Enjoy Life Education Inc</a>	MA	\$195,334	President	\$80,000	<b>\$79,166</b>	2023
<a href="#">Buddy Baseball Inc</a>	FL	\$195,412	President	\$25,000	<b>\$25,121</b>	2024
<a href="#">Rebel Ventures</a>	PA	\$194,097	Executive Director	\$41,981	<b>\$51,836</b>	2021
<a href="#">Middleman Skateboard Ministries Inc</a>	TX	\$194,013	General Manager- Board Memeber	\$115,421	<b>\$123,496</b>	2024
<a href="#">Victory Sports Outreach Inc</a>	SC	\$193,742	Executive Director	\$32,500	<b>\$36,266</b>	2024
<a href="#">Az Reach</a>	AZ	\$193,551	President	\$31,000	<b>\$31,889</b>	2024
<a href="#">Houston Contemporary Dance Company</a>	TX	\$193,231	Executive Di	\$30,000	<b>\$31,272</b>	2025
<a href="#">Mewe International Inc</a>	GA	\$196,714	President & Ceo	\$128,390	<b>\$138,082</b>	2024
<a href="#">Building All Children Inc</a>	OK	\$192,566	Executive Di	\$51,250	<b>\$60,362</b>	2024
<a href="#">Pine City Youth Hockey Association</a>	MN	\$191,718	Director	\$3,350	<b>\$3,541</b>	2024
<a href="#">Passport Atlanta Inc</a>	GA	\$191,635	Vp Of Operat	\$65,323	<b>\$72,329</b>	2023
<a href="#">Mission Youth Soccer League</a>	CA	\$190,340	League Director	\$73,983	<b>\$70,351</b>	2023
<a href="#">Photo Start</a>	NY	\$199,295	Founding Director	\$46,500	<b>\$46,271</b>	2023
<a href="#">Team Long Run</a>	ME	\$199,912	Executive Dir.	\$56,500	<b>\$60,515</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Holly Area Community Coalition</a>	MI	\$200,022	Director	\$54,923	<b>\$60,637</b>	2024
<a href="#">Penn Hawaii Youth Foundation</a>	HI	\$200,041	President	\$20	<b>\$19</b>	2024
<a href="#">Elevate Your G A M E</a>	CA	\$200,362	Exec Director/secretary	\$67,127	<b>\$62,000</b>	2024
<a href="#">Hammond Knights Inc</a>	LA	\$189,070	President	\$9,000	<b>\$10,914</b>	2023
<a href="#">Free All Minds</a>	NJ	\$200,611	President	\$40,246	<b>\$38,435</b>	2024
<a href="#">The Shepherds Door</a>	GA	\$201,446	Pastor	\$61,275	<b>\$65,901</b>	2024
<a href="#">Girls On The Run Of Sedgwick County</a>	KS	\$201,716	Executive Director	\$64,420	<b>\$74,441</b>	2024
<a href="#">First Priority Greater Nashville</a>	TN	\$201,874	Executive Director	\$51,966	<b>\$60,152</b>	2023
<a href="#">Joi Community Outreach</a>	TX	\$187,441	Executive Director	\$1,000	<b>\$1,070</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 336 organizations. Compensation range \$19–\$158,630; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$194,784); for reference, expenses \$805,890 and assets \$1,276,651. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Jimmy Tadlock, reported title "*EXECUTIVE DIRECTOR*", 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	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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	96 <sup>th</sup>

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 (Jimmy Tadlock) 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 10, 2026, comparing compensation against 336 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,213 is reasonable (approximately the 97<sup>th</sup> 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 10, 2026.