

# The Child And Family Foundation Inc

Executive Director / CEO

EIN 471220737

MD · NTEE O20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Natalie Bennett, Executive Director / CEO** (\$58,077) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Natalie Bennett — 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 (O20).

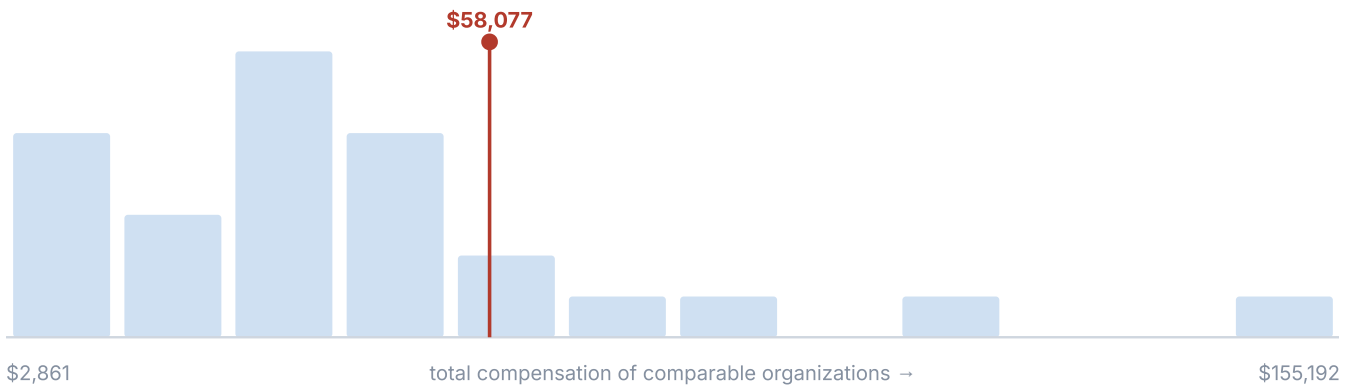
**BUDGET** Total revenue between \$85,794 and \$192,076 — 0.67x to 1.50x the subject's \$128,051 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$8,781</b>	<b>\$23,760</b>	<b>\$36,902</b>	<b>\$51,170</b>	<b>\$77,818</b>	<b>\$58,077</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="#">Eleanor Johnson Youth Center Inc</a>	FL	\$129,459	Director	\$37,949	<b>\$38,132</b>	2024
<a href="#">Living Hope Ministries</a>	MN	\$123,632	Exec Dir/pre	\$30,325	<b>\$32,998</b>	2023
<a href="#">U-turn Ministries Of Goshen Inc</a>	IN	\$123,233	Executive Director	\$16,800	<b>\$18,950</b>	2024
<a href="#">Hidalgo Community Development Corporation</a>	CA	\$114,469	Executive Director	\$37,513	<b>\$35,671</b>	2023
<a href="#">Sigma Delta Pi</a>	SC	\$148,133	Executive Di	\$7,792	<b>\$8,695</b>	2024
<a href="#">Elevate St Louis</a>	MO	\$148,546	Ex Officio	\$92,717	<b>\$108,142</b>	2023
<a href="#">Brown Girls Code</a>	GA	\$149,010	Founder & Ceo	\$65,000	<b>\$71,972</b>	2023
<a href="#">Vallejo Police Activities League Inc</a>	CA	\$149,303	Executive Director	\$9,600	<b>\$8,867</b>	2024
<a href="#">Colorado Youth Basketball Inc</a>	CO	\$100,156	President	\$22,500	<b>\$23,759</b>	2023
<a href="#">Fern Creek Babe Ruth League Inc</a>	KY	\$156,090	President & Board Member	\$2,490	<b>\$2,861</b>	2024
<a href="#">Going The Distance Adventure</a>	FL	\$156,311	Ceo/trustee	\$51,000	<b>\$51,246</b>	2024
<a href="#">Cuyuna Range Youth Center Inc</a>	MN	\$162,569	Accountant	\$6,850	<b>\$7,240</b>	2024
<a href="#">Forest Avenue Outreach</a>	IA	\$164,410	Executive Director	\$71,435	<b>\$83,663</b>	2024
<a href="#">Rock Of Christ Youth</a>	LA	\$164,970	Secretary/tr	\$30,000	<b>\$35,334</b>	2024
<a href="#">Denver Police Activities League</a>	CO	\$165,009	Executive Di	\$151,312	<b>\$155,192</b>	2024
<a href="#">The John Lynch Foundation Inc</a>	FL	\$89,766	Executive Di	\$45,003	<b>\$46,556</b>	2023
<a href="#">Fc Bellevue</a>	WA	\$88,794	President	\$24,813	<b>\$23,762</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Police Activities League Of Bridgeport Inc</a>	CT	\$169,809	Executive Director	\$46,960	<b>\$48,487</b>	2023
<a href="#">Operation Unite New York Inc</a>	NY	\$174,409	Executive Director	\$60,000	<b>\$56,497</b>	2025
<a href="#">Battleground Skate House Youth Cent</a>	MI	\$174,629	Executive Director	\$30,793	<b>\$35,001</b>	2023
<a href="#">Be A Mentor Inc</a>	SC	\$181,862	Executive Di	\$44,340	<b>\$50,940</b>	2023
<a href="#">Hbcus Outside Incorporated</a>	NC	\$182,982	Executive Director	\$40,000	<b>\$44,208</b>	2024
<a href="#">Tw Quarter Circle Ranch Ministries</a>	SC	\$184,057	Ministry Dir	\$28,800	<b>\$33,087</b>	2023
<a href="#">Boys And Girls Club Of Malvern &amp; Hot Spring County Inc</a>	AR	\$185,721	Executive Director	\$45,184	<b>\$55,930</b>	2023
<a href="#">Community Learning Academy</a>	NY	\$189,578	Executive Dir.	\$14,300	<b>\$14,229</b>	2023

**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	26 organizations. Compensation range \$2,861–\$155,192; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$128,051); for reference, expenses \$133,851 and assets \$51,438.
ROLE MATCH	Natalie Bennett, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Natalie Bennett) 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 26 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,077 is reasonable (approximately the 85<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 9, 2026.