

COMPENSATION COMPARABILITY DETERMINATION

Rhode Island Coalition For Children & Families Education Fund Inc

Executive Director / CEO

EIN 474570545
 RI - NTEE W99
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tanja Kubas-meyer, Executive Director / CEO** (\$96,121) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

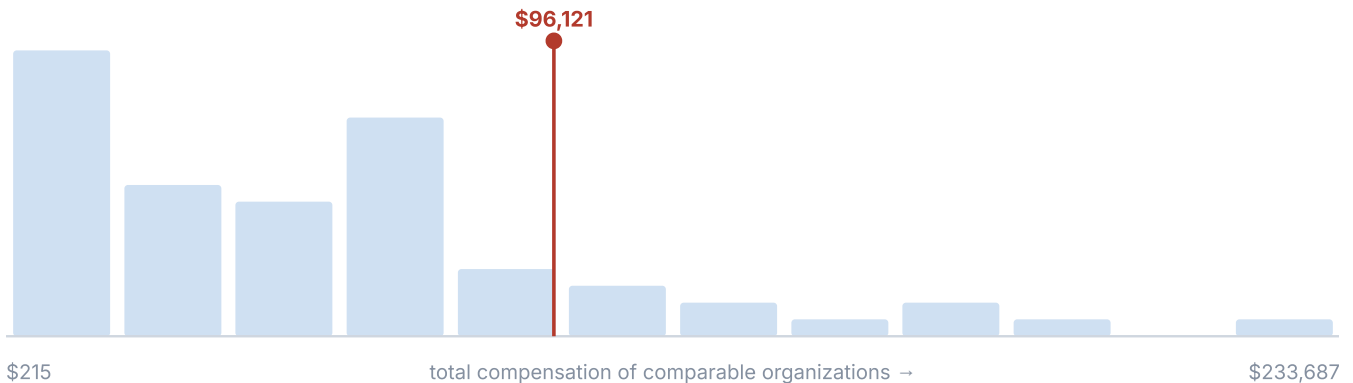
Benchmarked executive: Tanja Kubas-meyer — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$150,652 and \$337,281 — 0.67x to 1.50x the subject's \$224,854 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,991 10TH	\$16,158 25TH	\$51,223 MEDIAN	\$76,553 75TH	\$118,003 90TH	\$96,121 THIS ORG · 84TH
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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 RI 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
The Pilcrow Foundation	OR	\$225,026	President	\$56,250	\$56,086	2023
Banda Health	TX	\$221,053	President	\$69,048	\$72,032	2024
Nine Muses Foundation	NY	\$220,069	Executive Director	\$157,199	\$152,517	2023
Aranya Solutions	MT	\$230,397	President	\$12,000	\$13,888	2023
Crockett Mission	TN	\$218,254	Ceo	\$8,250	\$9,311	2023
Kennett Flash Inc	PA	\$231,488	Executive Di	\$57,050	\$59,332	2024
Celebrate Me Week	MN	\$217,117	Camp Administrator	\$10,897	\$11,561	2023
People Matter	IL	\$216,495	Co-president	\$58,880	\$58,812	2025
Sandy Springs Arts Foundation Inc	GA	\$212,856	Foundation Mgr.	\$85,000	\$89,131	2024
Arise & Go	CA	\$211,406	President	\$79,793	\$71,856	2024
Values To Action	OR	\$208,951	Trustee	\$15,593	\$15,102	2024
America Scores	WA	\$241,168	Executive Director	\$80,000	\$74,696	2024
The South County News	MI	\$207,769	President	\$14,245	\$15,334	2024
New Americans Initiative	KY	\$207,754	Director Of Operations	\$99,680	\$111,686	2024
Reflex Public Recreation Center Inc	NY	\$243,187	Secretary	\$7,000	\$6,597	2024
The Steel Horse Rally Inc	AR	\$205,571	President	\$145,333	\$170,367	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mashup Nashville	TN	\$205,448	Chief Executive Officer	\$18,960	\$21,398	2023
Pasos For Oak Cliff	TX	\$204,656	Executive Director	\$1,044	\$1,121	2023
Driving Successful Lives	MI	\$245,393	Treasurer	\$200	\$215	2024
Arizonans For Tribal Government Gaming	AZ	\$245,430	Executive Director	\$21,881	\$21,946	2024
Gullotta House Inc	NY	\$245,494	President	\$10,800	\$10,478	2023
The Momentum Network	TN	\$246,930	President/ce	\$67,830	\$76,553	2023
Great Bend Center For Music	WA	\$202,114	Director	\$56,250	\$54,072	2023
Allied Communities Of Tulsa Inspiring	OK	\$201,803	Senior Organizer	\$71,500	\$84,533	2023
Civic Momentum	MN	\$200,628	Director, Ceo, And Coo	\$70,000	\$74,265	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	61 organizations. Compensation range \$215–\$233,687; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,854); for reference, expenses \$253,119 and assets \$168,134.
ROLE MATCH	Tanja Kubas-meyer, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	80 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 (Tanja Kubas-meyer) 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 61 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,121 is reasonable (approximately the 84th 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.