

Child Advocacy & Parenting Services

Executive Director / CEO

EIN 481193513

KS · NTEE T50Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paul Forrester, Executive Director / CEO** (\$782) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Paul Forrester — 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 (T50Z).

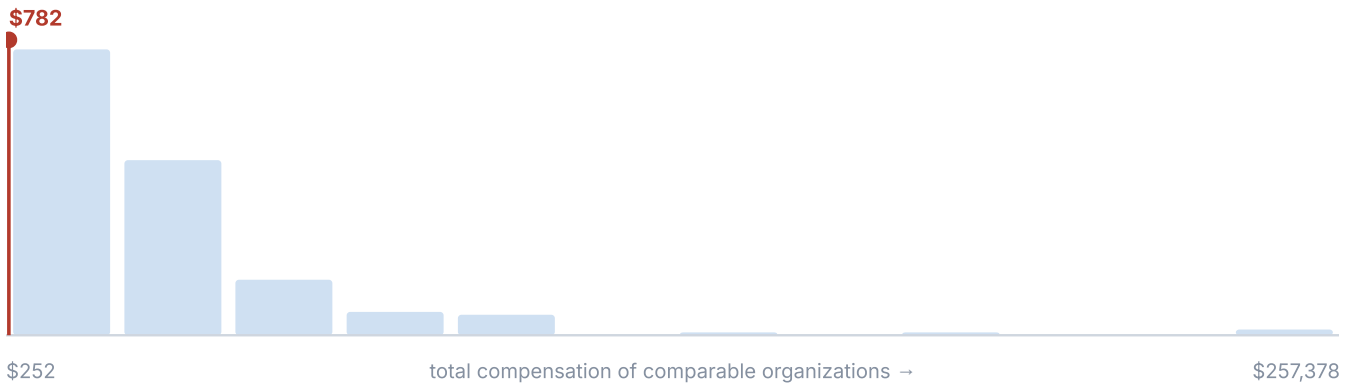
BUDGET Total revenue between \$50,771 and \$113,667 — 0.67x to 1.50x the subject's \$75,778 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography

→ **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$252

total compensation of comparable organizations →

\$257,378

\$3,815

\$9,220

\$21,735

\$35,666

\$63,700

\$782



■ 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 KS 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
S8 Impact Foundation	GA	\$75,796	Trustee	\$34,041	\$31,682	2024
Zoomie Foundation	CA	\$75,815	Treasurer	\$60,000	\$49,374	2023
Forte For Children	CA	\$75,706	Executive Director	\$15,000	\$11,989	2024
Charitable Foundation Of The Energy Bar	DC	\$75,515	Chief Executive Officer	\$20,492	\$16,645	2024
John & Rose Herman Support Foundation	MI	\$75,395	Treasurer	\$26,189	\$25,021	2024
United Way Of South Central Ky Inc	KY	\$76,185	Exec Director	\$37,463	\$37,256	2024
Cynchealth Foundation Inc	NE	\$74,951	Director & Ceo	\$14,250	\$14,187	2024
Moka Foundation	MI	\$76,608	Executive Director	\$27,329	\$26,111	2024
Hamilton Memorial Foundation	IL	\$74,935	Ceo	\$2,460	\$2,305	2023
History Heritage And Hope	FL	\$76,758	Executive Director	\$6,248	\$5,433	2024
West Bergen Mental Healthcare	NJ	\$74,650	Chief Executive Officer	\$9,993	\$8,259	2024
The Pat And Kate Brady Family Foundation	LA	\$76,929	Director	\$58,114	\$59,233	2024
Jobs For Humanity Inc	FL	\$76,980	President & Ceo	\$31,651	\$27,523	2024
Irwin And Bethea Green Support	MI	\$77,182	Treasurer	\$26,189	\$25,021	2024
Memphis-plough Community Foundation	TN	\$74,310	President	\$50,479	\$47,849	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rancho Santa Fe Foundation	CA	\$74,250	President & Ceo	\$21,459	\$17,152	2024
Massdevelopmenthefa Trust	MA	\$74,249	Trustee (As Of 06/2023)	\$41,641	\$35,660	2023
Minnesota Foundation For Fiscal	MN	\$74,212	Executive Director	\$3,766	\$3,445	2024
Nina Jean Obel Charitable Trust	TX	\$77,727	Trustee	\$17,196	\$16,393	2023
Faholo Foundation Inc	MD	\$78,240	Director	\$29,328	\$25,380	2024
Metro Omaha Medical Society Foundation	NE	\$73,307	Executive Director	\$9,077	\$9,037	2024
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$35,683	2024
Baltimore City Community College	MD	\$72,950	Controller	\$157,347	\$140,188	2023
Rosemary Beach Foundation Inc	FL	\$72,461	Executive Dir.	\$81,880	\$69,364	2025
Orli Foundation	OH	\$72,242	Cfo	\$24,000	\$23,529	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	196 organizations. Compensation range \$252–\$257,378; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$75,778); for reference, expenses \$100,000 and assets \$842,108.
ROLE MATCH	Paul Forrester, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 108 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	45 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 (Paul Forrester) 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 196 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$782 is reasonable (approximately the 2nd 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.