

Kids Interdisciplinary Services Inc

Executive Director / CEO

EIN 581995072
 NC · NTEE F99Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Alisa Ashe, Executive Director / CEO** (\$77,334) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

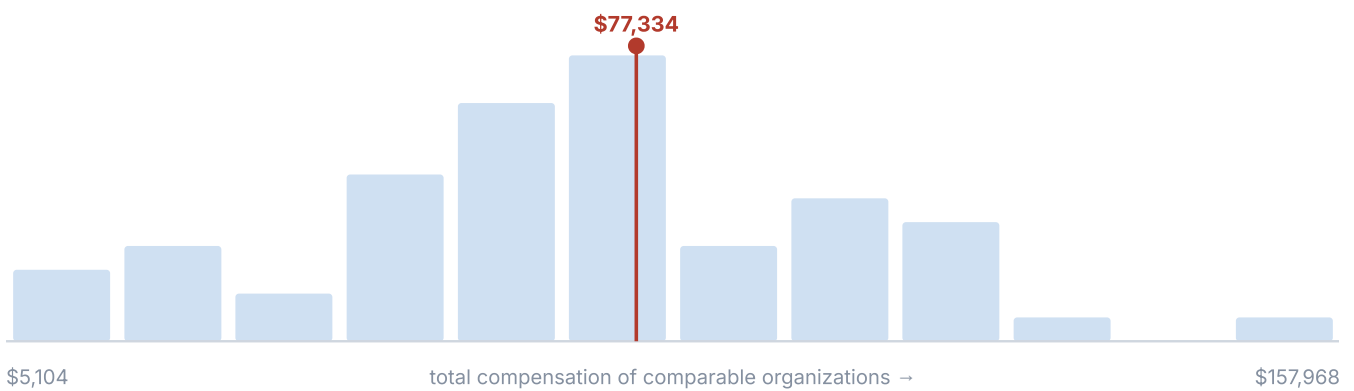
Benchmarked executive: Alisa Ashe — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

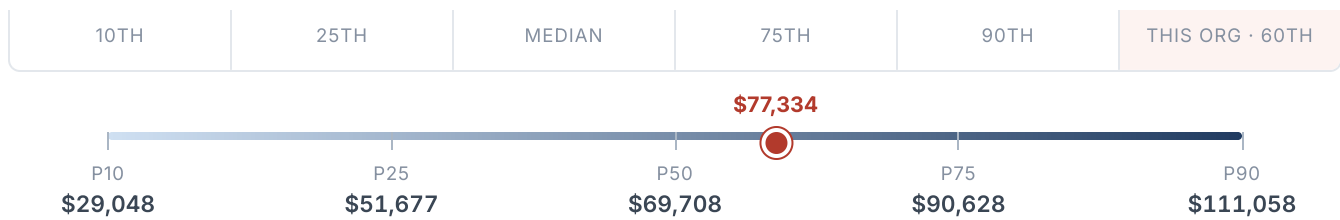
SECTOR	Organizations sharing the subject's NTEE classification (F99Z).
BUDGET	Total revenue between \$275,601 and \$617,017 — 0.67x to 1.50x the subject's \$411,345 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,048	\$51,677	\$69,708	\$90,628	\$111,058	\$77,334
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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 NC 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
National Alliance Of Mental Illness	PA	\$412,570	Executive Director	\$84,503	\$79,217	2024
Empowerment Systems Inc	AZ	\$409,198	Ceo	\$137,441	\$127,925	2023
Westchester Center For The Study Of	NY	\$416,610	Executive Director	\$7,250	\$6,158	2024
Hungry Hill Foundation	TX	\$418,031	President	\$90,002	\$87,132	2023
Heart Mind Haven	CO	\$418,577	Executive Dir.	\$113,000	\$104,865	2023
Nine Gates Programs Inc	CA	\$399,422	Executive Direc	\$34,000	\$28,414	2023
Erowid Center	CA	\$423,518	President	\$100,386	\$81,486	2024
Warrionow	CO	\$427,810	Director	\$5,500	\$5,104	2023
The Healing Center	WA	\$428,859	Director	\$81,000	\$68,171	2024
Beyond The Badge Inc	NY	\$391,052	Officer, Dir	\$11,195	\$9,510	2024
Defenders For Children	SC	\$433,590	Ceo	\$46,790	\$45,887	2024
Nami Of Pennsylvania Montgomery County	PA	\$435,012	Executive Director	\$105,658	\$101,974	2023
Minds Matter	TN	\$435,084	Executive Director	\$25,620	\$24,663	2025
Ohio Victim Witness Association Inc	OH	\$438,569	Executive Director	\$70,013	\$69,708	2024
Taylor Hooton Foundation For Fighting	TX	\$439,466	President	\$115,289	\$111,612	2023
Maji Ya Chai Land Sanctuary	MN	\$440,159	Executive Dir.	\$86,250	\$80,115	2024
Progressive Recovery Outreach Inc	NC	\$442,980	Ceo	\$120,000	\$116,557	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Living Free Inc	TN	\$377,574	President	\$85,304	\$82,117	2025
Project Be Free A Nonprofit Corporation	WA	\$371,130	Executive Director (Co-founder)	\$53,216	\$46,111	2023
Greentree Peer Support Program	NC	\$452,730	Executive Di	\$58,000	\$56,336	2024
New Beginning Of Charleston Inc	SC	\$455,552	Program Coordinator	\$60,577	\$59,407	2024
Grace After Fire	TX	\$467,771	President & Ceo	\$75,000	\$70,525	2024
Detroit Youth Concert Choir And Performing Arts Company	MI	\$470,203	President	\$64,400	\$60,875	2025
Kevins Song A Nonprofit Community	MI	\$351,952	Executive Dir.	\$54,087	\$52,479	2024
Insight Treatment Program Inc	AL	\$350,179	Executive Di	\$67,192	\$68,237	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 NC 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	55 organizations. Compensation range \$5,104–\$157,968; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$411,345); for reference, expenses \$370,145 and assets \$1,148,517.
ROLE MATCH	Alisa Ashe, 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 1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	58 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 (Alisa Ashe) 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 55 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,334 is reasonable (approximately the 60th 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.