

Safe Children Coalition Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Nina B Slater, Executive Director / CEO** (\$31,740) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P27).

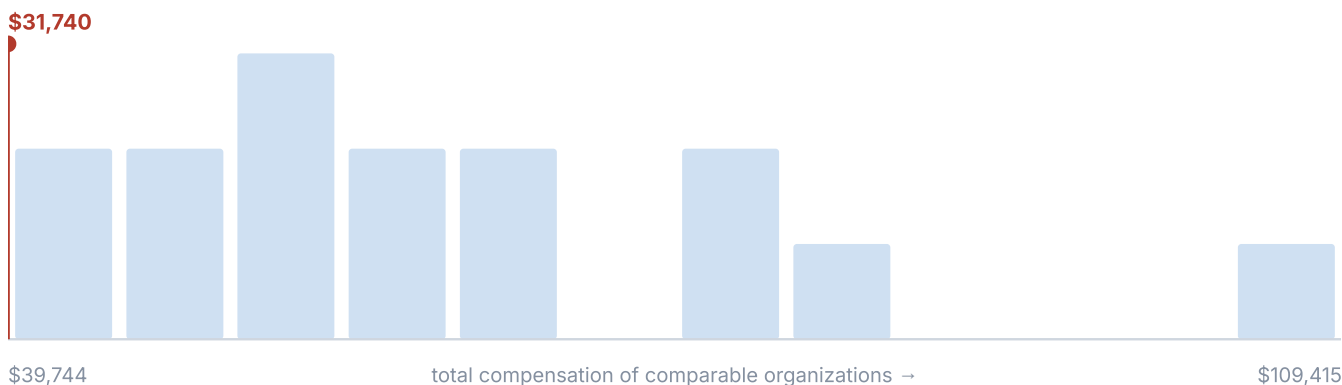
BUDGET Total revenue between \$245,840 and \$550,389 — 0.67x to 1.50x the subject's \$366,926 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P27), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$43,948

\$50,686

\$59,800

\$70,937

\$82,542

\$31,740



■ 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 FL 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
White County United Way Inc	IN	\$350,430	Executive Di	\$45,400	\$52,470	2023
Ywca Of Lincoln	NE	\$339,689	Executive Director	\$95,566	\$109,415	2024
Young Mens Christian Association Of The Coosa Valley Inc	AL	\$396,829	Executive Director	\$53,516	\$63,362	2023
Ywca Of Darien Norwalk Inc	CT	\$410,083	Chair	\$81,154	\$78,910	2025
Ymca Endowment Foundation	AL	\$312,277	Secretary/ce	\$44,246	\$52,386	2023
Camp Sunshine	MI	\$430,570	Executive Dir	\$68,025	\$74,741	2024
Young Mens Christian Association Of Jackson Area	OH	\$436,285	Executive Director	\$42,000	\$48,752	2023
Womens Community Y	KS	\$289,123	Executive Di	\$51,218	\$60,641	2023
Young Womens Christian Association Of The University Of Illinois	IL	\$284,637	Executive Director	\$64,149	\$67,133	2024
Atlanta Ymca Westside Qalich Inc	GA	\$450,871	Chief Executive Officer	\$36,068	\$39,744	2023
Rathbun Lake Area Young Mens Christ	IA	\$453,841	Ceo	\$44,245	\$53,093	2023
The Young Men's Christian	AL	\$463,386	Executive Di	\$52,000	\$59,800	2024
Young Women's Christian Association	PA	\$259,380	Executive Di	\$77,742	\$84,963	2023
Duluth Area Family Ymca Heritage	MN	\$488,740	Ceo/president	\$45,235	\$48,985	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ywca Of San Francisco & Marin	CA	\$507,005	Chief Financial Officer	\$43,056	\$40,746	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	15 organizations. Compensation range \$39,744–\$109,415; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$366,926); for reference, expenses \$105,870 and assets \$4,326,966. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nina B Slater, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 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 (Nina B Slater) 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 15 similarly situated organizations (Same NTEE sector (P27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,740 is reasonable (approximately the 0th 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.