

Chris Evert Charities Inc

Executive Director / CEO

EIN 650201663

FL · NTEE T22J

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tamara Starr, Executive Director / CEO** (\$39,899) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

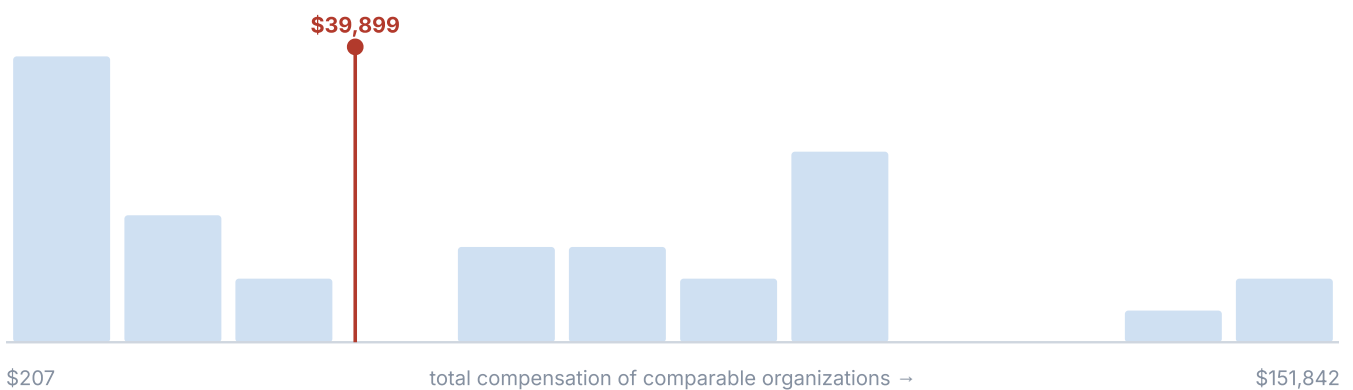
Benchmarked executive: Tamara Starr — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T22J).
- BUDGET** Total revenue between \$281,296 and \$629,769 — 0.67x to 1.50x the subject's \$419,846 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T22), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,121	\$10,371	\$55,310	\$90,707	\$98,682	\$39,899
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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 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
The Trauma Foundation	WA	\$417,300	Executive Dir.	\$60,000	\$58,871	2023
Clearwater Clear Lake Food Shelf	MN	\$426,854	Director	\$10,400	\$10,939	2024
The Schweitzer Family Foundation	TX	\$427,102	Treasurer	\$29,957	\$31,899	2024
The John And Clara Brady Family	LA	\$397,568	Director	\$58,114	\$68,118	2024
Hope Christian Services Foundation Inc	NJ	\$388,812	Ceo	\$16,806	\$15,973	2024
Jimmie Johnson Foundation	NC	\$383,978	Executive Director	\$81,953	\$90,140	2024
Ridgecrest Foundation Inc	IA	\$383,077	Ceo	\$45,574	\$51,749	2025
Ironworkers Local 782 Joint	KY	\$382,411	Trustee	\$906	\$1,036	2024
Abny Foundation Inc	NY	\$382,348	Ceo & Secretary	\$8,750	\$8,665	2023
Mt Helix Park Foundation	CA	\$460,546	Executive Director	\$7,130	\$6,554	2024
Parson Of The Hills Foundation Inc	NC	\$373,789	Ceo Director	\$52,008	\$58,893	2023
Worcester Public Library Foundation	MA	\$370,266	Executive Director/clerk	\$100,957	\$96,572	2024
The Howard And Georgeanna Jones Foundation For Reproductive Medicine	VA	\$470,613	President	\$89,907	\$92,407	2024
Zarlengo Foundation	CO	\$362,095	Executive Dir.	\$95,000	\$96,967	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Raymond C Rude Supporting Foundation	NV	\$485,799	Cfnn Philanthropic Advisor	\$5,834	\$6,408	2023
Hand Up For Women	TN	\$351,607	Executive Director	\$68,870	\$79,336	2023
Leadership Perimeter Inc	GA	\$339,391	Executive Di	\$90,600	\$96,971	2024
Doug & Carla Salmon Foundation Inc	WI	\$502,736	Executive Director	\$186	\$207	2024
Norman A & Susan L Pappas Family	MI	\$330,349	Secretary	\$26,189	\$28,775	2024
Blackacre Conservancy Inc	KY	\$326,500	Executive Director	\$70,000	\$82,420	2023
Terrebonne Foundation For Academic	LA	\$326,465	Executive Director	\$56,000	\$65,640	2024
Msda Charitable And Educational	MD	\$322,375	Executive Director	\$5,360	\$5,334	2024
Grantmakers Of Oregon And Sw Washington	OR	\$310,685	President/ceo	\$136,621	\$139,044	2023
Delaware Preservation Fund Inc	DE	\$304,850	Program Director	\$4,890	\$5,097	2024
Deputy Sheriffs Association Of	CA	\$543,489	President	\$18,411	\$16,923	2024

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	32 organizations. Compensation range \$207–\$151,842; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$419,846); for reference, expenses \$416,542 and assets \$294,207.
ROLE MATCH	Tamara Starr, reported title "DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	22 nd

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 (Tamara Starr) 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 32 similarly situated organizations (Same NTEE sector (T22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,899 is reasonable (approximately the 47th 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.