

Campaign For Children And Families

Executive Director / CEO

EIN 680530784

CA · NTEE P30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Randal Thomasson, Executive Director / CEO** (\$80,643) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

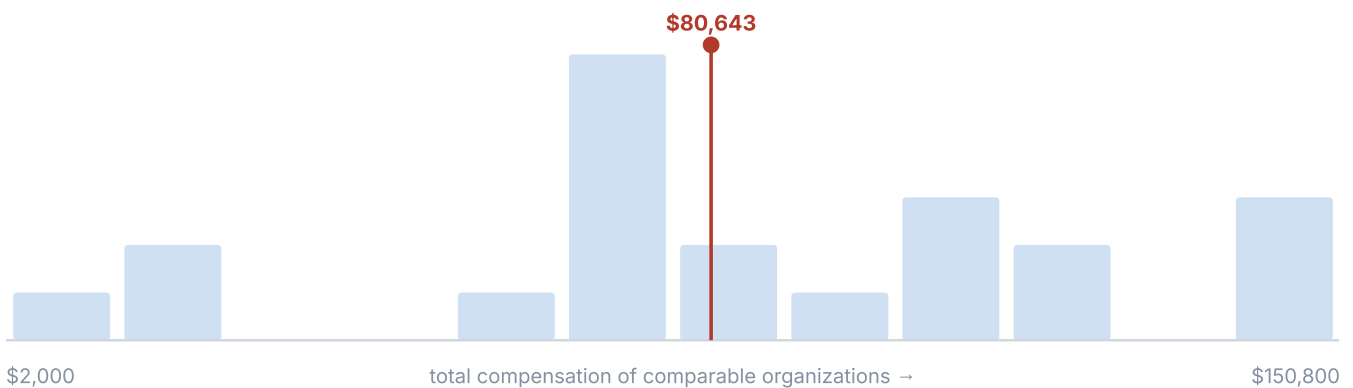
Benchmarked executive: Randal Thomasson — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$251,026 and \$561,999 — 0.67x to 1.50x the subject's \$374,666 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30) + CA + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,490	\$65,000	\$83,000	\$108,069	\$143,985	\$80,643
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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 CA 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
Magnolia Counseling	CA	\$375,501	President	\$123,850	\$123,850	2024
Childrens Book Project	CA	\$370,560	Board Member	\$21,245	\$21,873	2023
Worthy Of Love	CA	\$369,020	President	\$83,000	\$83,000	2024
International Association For Child Aid	CA	\$365,647	President	\$65,000	\$65,000	2024
Children's Institute Of Watts	CA	\$383,797	President	\$61,573	\$63,392	2023
Daisys House	CA	\$402,839	President	\$2,000	\$2,000	2024
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$66,920	2023
Crickets Hope Inc	CA	\$420,098	Executive Dir.	\$69,858	\$69,858	2024
Forget Me Not Childrens Services	CA	\$422,423	Executive Dir.	\$101,912	\$101,912	2024
The Orange County Friendship Circle Inc	CA	\$320,038	Director	\$66,992	\$68,971	2023
Casa A Voice For Children	CA	\$315,713	Ceo	\$147,072	\$147,072	2024
Lollipop Theater Network Inc	CA	\$308,877	Executive Director	\$143,985	\$143,985	2024
Raisinghope Inc	CA	\$440,598	Executive Dir.	\$82,750	\$85,194	2023
Joy Company-joyco	CA	\$308,452	President Executive Director	\$65,125	\$67,049	2023
Jubilee Consortium	CA	\$293,411	Executive Dir.	\$24,759	\$25,490	2023
For The Need Foundation	CA	\$480,016	Executive Director	\$146,474	\$150,800	2023
Million Little	CA	\$502,466	Executive Director	\$65,900	\$64,201	2025
Partnership For Children	CA	\$508,497	Executive Dir.	\$87,423	\$90,005	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friendship Circle Sd Inc	CA	\$509,238	Executive Dir.	\$104,411	\$104,411	2024
Friends Of Camp Natoma Inc	CA	\$524,955	Executive Director	\$104,969	\$108,069	2023
Chrysalis House Inc	CA	\$550,812	Executive Dir.	\$118,795	\$115,733	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	21 organizations. Compensation range \$2,000–\$150,800; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$374,666); for reference, expenses \$431,962 and assets \$667,296.
ROLE MATCH	Randal Thomasson, reported title " <i>SECRETARY</i> ", 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	1 peer 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	48th
Total compensation (D + F), as reported (no adjustments)	48th
Reportable pay only (column D), adjusted	52nd
All sources (D + E + F), adjusted	43rd

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 (Randal Thomasson) 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 21 similarly situated organizations (Same NTEE sector (P30) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,643 is reasonable (approximately the 48th 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.