

Cerebral Palsy Of Oklahoma Inc

Executive Director / CEO

EIN 730795371
 OK · NTEE G23Z
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michelle Jackson, Executive Director / CEO** (\$50,116) against **every comparable organization** that fit the selection criteria — **362** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

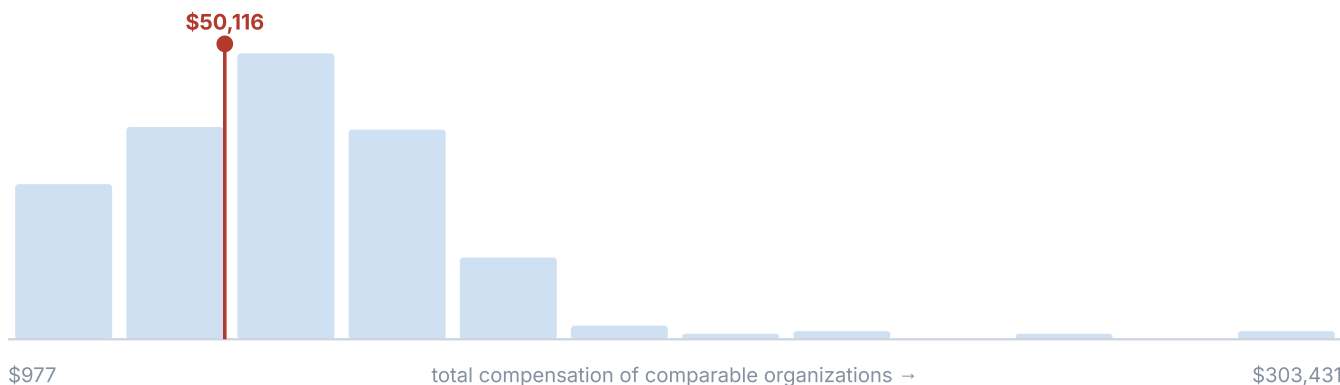
Benchmarked executive: Michelle Jackson — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G23Z).
BUDGET	Total revenue between \$250,326 and \$560,431 — 0.67x to 1.50x the subject's \$373,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

362 organizations qualified on sector, size, and geography → **362** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,403	\$37,683	\$62,738	\$83,290	\$105,737	\$50,116
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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 OK 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
Starlite Shores Family Camp	MI	\$373,764	Executive Di	\$23,808	\$22,317	2024
The Anita Kaufmann Foundation	NJ	\$373,470	Executive Dir.	\$110,000	\$89,192	2024
Ucp Healthy West Orange Inc	FL	\$373,390	Ceo/president	\$14,158	\$11,767	2025
Epilepsy Services Of West Central	FL	\$374,703	Chief Outcome Officer	\$47,694	\$41,892	2023
Bay Aging Foundation	VA	\$374,906	President/ceo	\$17,050	\$14,950	2024
The Breast Cancer Survivors Network	GA	\$371,865	President & Ceo	\$1,500	\$1,334	2025
Children's Neuroblastoma Cancer	IL	\$375,569	President/treasurer	\$70,000	\$62,497	2024
Easter Seals North Texas	TX	\$375,860	President & Ceo Of Fedcap	\$151,561	\$137,684	2024
Teamsters Local 25 Autism Fund Inc	MA	\$376,689	President	\$55,954	\$45,663	2024
Aamp Amt Learning Center Inc	IL	\$370,551	President	\$32,009	\$29,422	2023
Testicular Cancer Awareness	CO	\$370,173	Founder & Ce	\$71,288	\$62,078	2024
The Lazarus House A Center For Wellness	TX	\$368,650	Executive Director	\$45,784	\$41,592	2024
Sally J Pimentel Deaf And Hard Of Hearing Center	FL	\$368,545	Executive Director	\$62,163	\$53,034	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Meat Fight Inc	TX	\$378,798	Chief Executive Office	\$33,366	\$31,207	2023
Ohio Council For Cognitive Health	OH	\$379,062	Director	\$205,947	\$198,095	2024
Lowcountry Autism Foundation Inc	SC	\$379,386	Executive Director	\$70,387	\$68,656	2023
Jessica June Children's Cancer	FL	\$379,688	President/ce	\$93,467	\$79,740	2024
Beer Yitzhak Foundation Inc	NJ	\$367,547	Trustee	\$75,077	\$60,875	2024
Childrens Aid Foundation	AL	\$367,325	Ceo	\$20,800	\$20,407	2024
North Carolina Society Of	NC	\$379,977	Executive Dir.	\$23,205	\$21,775	2024
American College Of Prosthodontists	IL	\$366,949	Executive Director	\$22,427	\$20,023	2024
Bleeding Disorders Council Of California	CA	\$366,609	Executive Dir.	\$93,450	\$73,283	2024
Afe Foundation	CA	\$380,821	Executive Dir.	\$91,192	\$71,512	2024
Aspire Foundation	NY	\$380,914	Executive Vice President	\$36,897	\$30,279	2024
Cancer Association Of Mercer County	OH	\$366,243	Director	\$36,073	\$35,722	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	362 organizations. Compensation range \$977–\$303,431; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$373,621); for reference, expenses \$159,980 and assets \$912,188. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michelle Jackson, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	36 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	30 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 (Michelle Jackson) 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 362 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$50,116 is reasonable (approximately the 36th 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.