

Children Of Uganda

Executive Director / CEO

EIN 752577687
 WV · NTEE Q330
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Pamela Brannon, Executive Director / CEO** (\$83,479) against **every comparable organization** that fit the selection criteria — **243** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

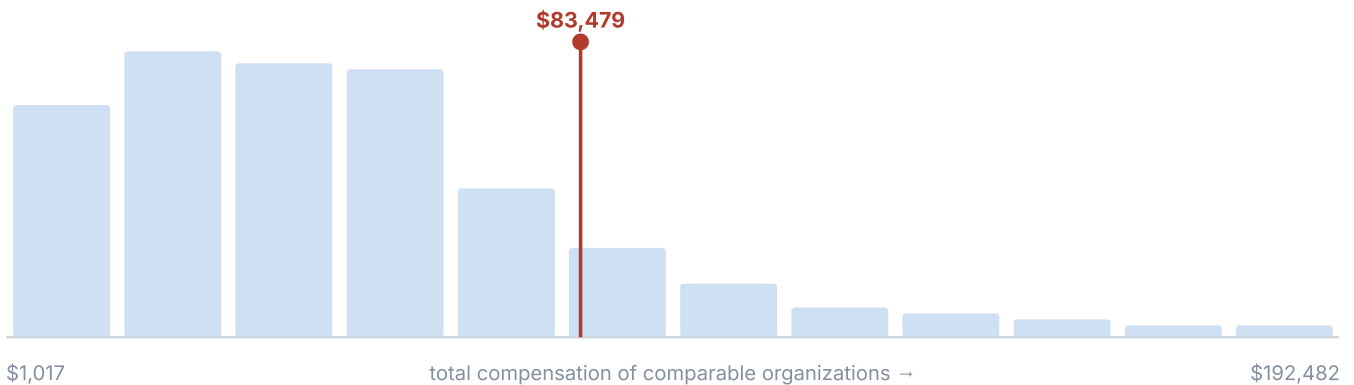
Benchmarked executive: Pamela Brannon — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q330).
BUDGET	Total revenue between \$332,316 and \$743,992 — 0.67x to 1.50x the subject's \$495,995 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

243 organizations qualified on sector, size, and geography → **243** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,764	\$25,617	\$45,630	\$67,436	\$98,221	\$83,479
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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 WV 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
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$83,881	2024
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$52,164	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$32,595	2024
Luz De Vida	CO	\$499,385	President/ce	\$48,000	\$41,289	2024
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$72,953	2024
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$31,015	2023
Door Of Hope	MI	\$489,108	Ceo	\$19,150	\$17,732	2024
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$62,284	2024
International Orphan Support Inc	FL	\$487,251	Vice-president	\$46,860	\$40,657	2023
Christian Educators Outreach	VA	\$505,184	Executive Director	\$60,000	\$50,630	2025
Kudvumisa Foundation Usa Inc	PA	\$486,734	Board Member And Program Director	\$63,000	\$56,360	2024
Heart Of Adoptions Alliance Inc	FL	\$505,501	President	\$12,000	\$10,113	2024
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$78,229	2024
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$110,318	2024
One By One	TN	\$483,396	Ceo, Founder	\$71,783	\$67,689	2024
Educational Equity Alliance	PA	\$509,137	Executive Di	\$85,417	\$76,414	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Accessible Hope International	IL	\$482,596	President & Ceo	\$100,559	\$86,400	2025
Christian Missions Unlimited	AL	\$482,332	Executive Director	\$64,925	\$64,781	2023
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$24,074	2024
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$19,406	2023
World Wide Village Incorporated	FL	\$510,594	Vice President/director	\$18,000	\$15,170	2024
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$14,336	2023
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$55,267	2024
Wetsembekile Ministries	CO	\$511,955	Vice President	\$50,000	\$44,280	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$40,182	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 243 organizations. Compensation range \$1,017–\$192,482; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$495,995); for reference, expenses \$488,893 and assets \$128,997.

ROLE MATCH	Pamela Brannon, reported title "EXECUTIVE DI", 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	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	84 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	83 rd

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 (Pamela Brannon) 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 10, 2026, comparing compensation against 243 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,479 is reasonable (approximately the 84th 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 10, 2026.