

Taste Wise Kids Inc

Executive Director / CEO

EIN 810772024

MD · NTEE O52

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Salina Duncan, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **641** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Salina Duncan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O52).

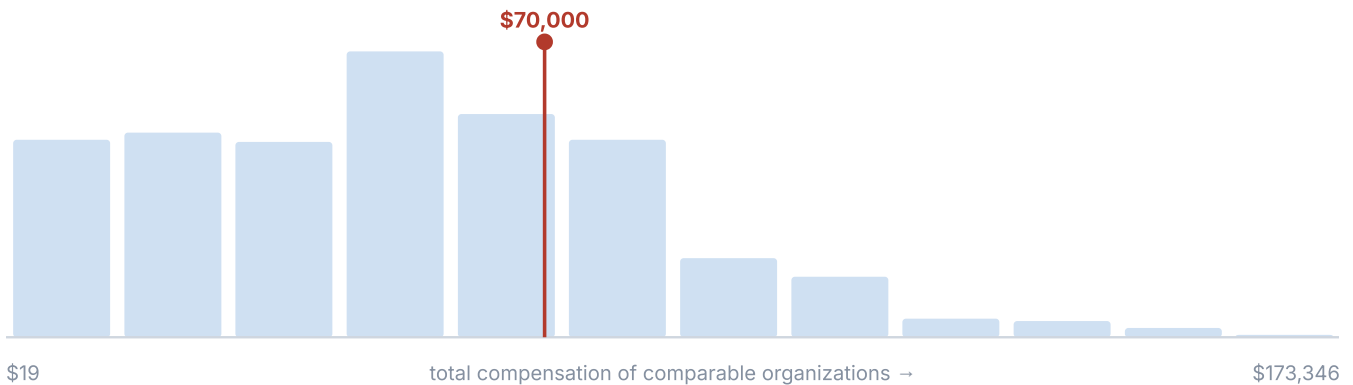
BUDGET Total revenue between \$141,670 and \$317,172 — 0.67x to 1.50x the subject's \$211,448 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

641 organizations qualified on sector, size, and geography

→ **641** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,087	\$27,213	\$51,333	\$72,852	\$93,517	\$70,000
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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 MD 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
Colors Plus	OH	\$211,438	President	\$43,125	\$48,856	2024
Gift4s Giving Individuals The	TX	\$211,333	Executive Dir.	\$50,000	\$53,498	2024
805 Mustangs Llc	CA	\$211,639	President	\$72,000	\$66,501	2024
I Am Empowering The Next Generation Inc	LA	\$211,685	Executive Director	\$64,000	\$77,605	2023
Global Unites Inc	MA	\$211,115	President	\$24,000	\$23,068	2024
Harlan Christian Youth Center Inc	IN	\$211,807	President	\$56,692	\$63,948	2024
Grand Forks Fastbreak Club	ND	\$210,877	Director	\$4,200	\$4,930	2024
Helping Our People Eat	CA	\$210,750	Ceo	\$18,626	\$17,203	2024
P-town Car Club Inc	IL	\$210,562	Executive Director	\$130,680	\$141,478	2023
Boys To Men Mentoring Network Of	HI	\$212,456	Secretary	\$60,661	\$58,092	2024
Raceway Gives Foundation	IL	\$212,544	Director	\$31,500	\$33,124	2024
Clarkston Family Discovery Farm	MI	\$212,619	President	\$48,768	\$53,842	2024
Building Mosaics Solutions Inc	MD	\$212,650	Officer	\$111,716	\$111,716	2024
Girls On The Run Of Wnc Inc	NC	\$210,221	Executive Dir.	\$45,001	\$49,735	2024
Platte Valley Area Youth For Christ	NE	\$210,193	Executive Di	\$65,000	\$72,852	2025
Troy Youth Association Inc	NY	\$210,151	Executive Direc	\$27,520	\$27,385	2023
National Council Of Youth Sports	GA	\$209,997	Executive Di	\$99,996	\$107,545	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ann Arbor A's Travel Baseball	MI	\$212,922	President	\$54,855	\$62,350	2023
Achla Alianza Chicana Hisp Lat Amer Alli	MN	\$209,950	Executive Dir.	\$58,666	\$62,005	2024
Child Evangelism Fellowship Inc	KS	\$212,981	State Director Employee	\$110,400	\$127,573	2024
On Mission Martial Arts Inc	FL	\$209,821	President	\$57,100	\$57,376	2024
Purpose Foundation For Youth	IL	\$213,157	President	\$10,500	\$11,041	2024
Sasc	CA	\$213,204	Secretary	\$6,575	\$6,073	2024
Children Of Promise Mentoring	IA	\$213,274	Officer	\$101,792	\$119,216	2024
Kids First Family Fellowship Inc	GA	\$213,285	Director	\$23,867	\$25,669	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	641 organizations. Compensation range \$19–\$173,346; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$211,448); for reference, expenses \$162,747 and assets \$93,129.
ROLE MATCH	Salina Duncan, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	71 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	69 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 (Salina Duncan) 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 641 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 71st 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.