

Foster Care In The Us Inc

Executive Director / CEO

EIN 812828971

IN · NTEE P30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Angelique, Executive Director / CEO** (\$68,477) against **every comparable organization** that fit the selection criteria — **179** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

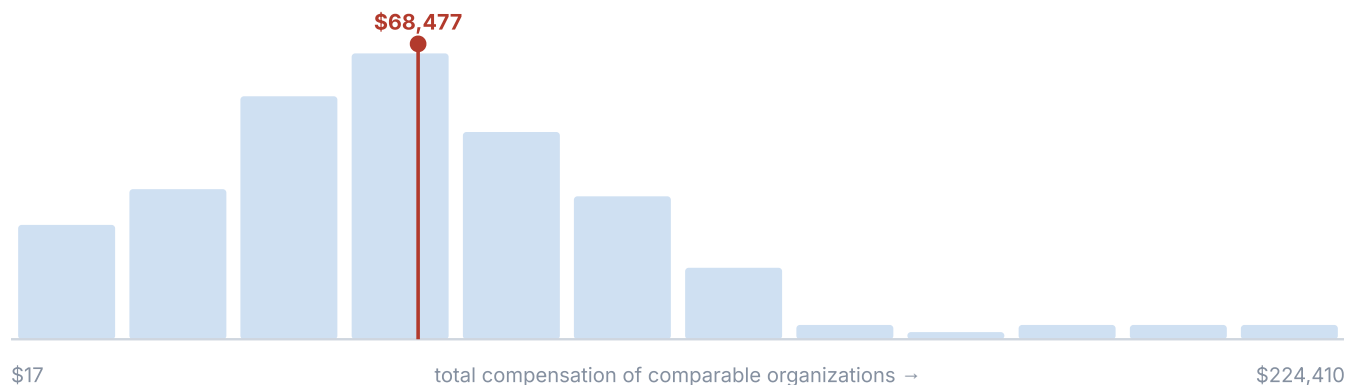
Benchmarked executive: Jessica Angelique — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$263,681 and \$590,331 — 0.67x to 1.50x the subject's \$393,554 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

179 organizations qualified on sector, size, and geography → **179** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,552	\$42,470	\$66,119	\$90,687	\$113,611	\$68,477
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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 IN 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
Artists Creating Together	MI	\$395,541	Executive Director	\$101,174	\$96,473	2025
Mid Michigan Big Brothers Big Sisters	MI	\$391,465	Executive Director	\$64,172	\$62,810	2024
The Shepherd's Crook Ministries Inc	OH	\$397,678	President	\$191,295	\$192,129	2024
Resources Inspiring Success And	TX	\$399,121	Executive Dir.	\$12,000	\$11,383	2024
Alchemy Inc	OH	\$400,371	Executive Di	\$175,832	\$172,046	2025
Teen Challenge Of South Carolina	SC	\$401,672	Executive Di	\$92,004	\$91,017	2024
Rick's Place Inc	MA	\$385,376	Exec. Director	\$76,746	\$67,329	2023
Studio Ludo	PA	\$402,086	Exec Director	\$103,803	\$98,160	2024
Daisys House	CA	\$402,839	President	\$2,000	\$1,638	2024
Children's Institute Of Watts	CA	\$383,797	President	\$61,573	\$51,907	2023
Mykingstonkids Inc	NY	\$383,422	Executive Director	\$84,984	\$72,821	2024
Youth4youthaz	AZ	\$381,548	Executive Dir	\$154,767	\$141,143	2024
Covenant Pathways	NM	\$405,603	Executive Director	\$41,137	\$41,956	2024
Alpha House	MO	\$379,702	Executive Director	\$43,922	\$42,976	2025
Friends Of Ohana	AZ	\$379,270	Chief Development Officer	\$66,445	\$62,386	2023
Interfaith Children's Movement Inc	GA	\$379,178	Executive Di	\$72,000	\$68,649	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montgomery County Federation Of Fam	MD	\$409,916	Executive Di	\$65,330	\$57,918	2024
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$54,796	2023
Magnolia Counseling	CA	\$375,501	President	\$123,850	\$101,412	2024
14th & Chestnut Community Center	IN	\$411,838	Executive Dir.	\$48,631	\$50,067	2023
Campaign For Children And Families	CA	\$374,666	Secretary	\$80,643	\$66,033	2024
Child Advocacy Center Of Central Ok Inc	OK	\$413,048	Executive Dir.	\$83,333	\$87,014	2024
Murphy Mentoring Group Inc	IN	\$414,285	President	\$35,001	\$35,001	2024
Childrens Book Project	CA	\$370,560	Board Member	\$21,245	\$17,910	2023
Burst Into Books	IL	\$416,668	Executive Director	\$26,000	\$24,955	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 179 organizations. Compensation range \$17–\$224,410; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$393,554); for reference, expenses \$164,338 and assets \$435,371. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Jessica Angelique, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	53 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	50 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 (Jessica Angelique) 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 179 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,477 is reasonable (approximately the 53rd 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.