

# Iea Children's Fund

Executive Director / CEO

EIN 841417138

ID · NTEE P33

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Paul Stark, Executive Director / CEO** (\$54,884) against **every comparable organization** that fit the selection criteria — **479** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Paul Stark — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

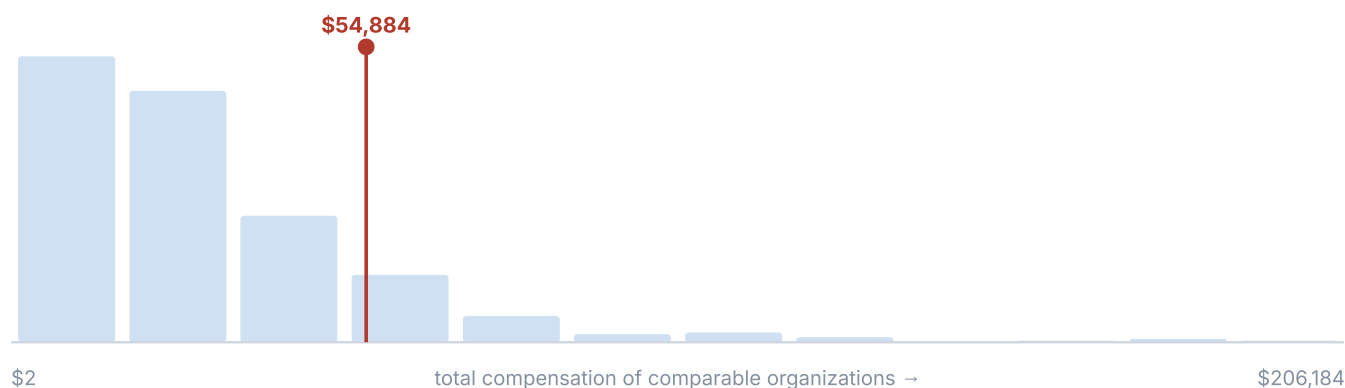
**SECTOR** Organizations sharing the subject's NTEE classification (P33).

**BUDGET** Total revenue between \$50,977 and \$114,129 — 0.67x to 1.50x the subject's \$76,086 (the band tightens as size grows).

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

**479** organizations qualified on sector, size, and geography → **479** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,482

\$12,238

\$23,543

\$39,248

\$59,477

**\$54,884**



## ● 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 ID 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
<a href="#">West Middlesex Volunteer Fire Department</a>	PA	\$76,112	Secretary/treasurer	\$599	<b>\$578</b>	2023
<a href="#">The Youth And Family Alternatives Inc</a>	FL	\$76,176	Chief Executive Officer	\$18,030	<b>\$15,922</b>	2024
<a href="#">Arc Foundation Of Clinton County Inc</a>	NY	\$76,197	Executive Director	\$19,605	<b>\$16,653</b>	2024
<a href="#">The Molly Ann Tango Memorial Foundation Inc</a>	CT	\$75,863	Secretary	\$2,080	<b>\$1,887</b>	2023
<a href="#">Muggsy Bogues Family Foundation</a>	NC	\$76,312	Executive Dir.	\$33,200	<b>\$33,200</b>	2023
<a href="#">Four Rivers Fuller Apartments</a>	KY	\$76,318	President	\$56,355	<b>\$58,597</b>	2023
<a href="#">1894 Holdings Inc</a>	IN	\$75,833	President	\$13,729	<b>\$13,610</b>	2024
<a href="#">The Jarc Foundation</a>	MI	\$76,451	Ceo	\$31,740	<b>\$30,797</b>	2024
<a href="#">Grace To Glory Discipleship Ministries Inc</a>	SC	\$76,496	Assistant Director	\$37,000	<b>\$37,357</b>	2023
<a href="#">Hagen Center</a>	MN	\$75,642	President	\$11,600	<b>\$10,775</b>	2024
<a href="#">Baltimore Fashion Alliance Ltd</a>	MD	\$76,549	Executive Director - Former	\$42,298	<b>\$38,271</b>	2023
<a href="#">Bustleton Housing Development</a>	PA	\$75,519	Director Of Construction	\$13,787	<b>\$13,306</b>	2023
<a href="#">Translational Testing And Training</a>	GA	\$75,497	Interim Ceo	\$49,325	<b>\$45,420</b>	2025
<a href="#">Community Connection Of Sauk Centre</a>	MN	\$76,676	President	\$9,240	<b>\$8,583</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Academic Technology And Wellness Academy</a>	SC	\$76,695	Executive Director	\$29,500	<b>\$28,930</b>	2024
<a href="#">Wedgefield Home For Kids</a>	SC	\$75,424	Cfo/treasure	\$400	<b>\$392</b>	2024
<a href="#">Masonic Club Of Darien Inc</a>	CT	\$76,879	President	\$3,030	<b>\$2,749</b>	2023
<a href="#">Freedom Sailing Camp Of Fl Inc</a>	FL	\$75,281	Vice President	\$4,749	<b>\$4,194</b>	2024
<a href="#">Crystal Garden Children's Center Inc</a>	MA	\$75,243	President	\$51,520	<b>\$42,399</b>	2025
<a href="#">Ymca Of The East Bay Support Foundation</a>	CA	\$77,005	President	\$67,086	<b>\$54,455</b>	2024
<a href="#">Federation Of Organizations Housing</a>	NY	\$75,155	Cfo	\$49,604	<b>\$43,380</b>	2023
<a href="#">Jeeah's Hope Inc</a>	GA	\$77,066	Director	\$67,103	<b>\$65,299</b>	2023
<a href="#">Greater Portland Economic Development</a>	OR	\$75,085	Executive Director	\$36,591	<b>\$32,887</b>	2023
<a href="#">Stewartstown Area Senior Citizens Center Inc</a>	PA	\$75,068	Director	\$34,580	<b>\$32,417</b>	2024
<a href="#">Tampa Bay Economic Prosperity Foundation</a>	FL	\$75,000	President/ceo	\$59,083	<b>\$52,176</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **479** organizations. Compensation range \$2–\$206,184; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$76,086); for reference, expenses \$62,414 and assets \$841,274.
ROLE MATCH	Paul Stark, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	166 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</sup>

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 (Paul Stark) 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 479 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,884 is reasonable (approximately the 86<sup>th</sup> 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.