

Childrens Humanitarian Services

Executive Director / CEO

EIN 842233938

WA · NTEE P30

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Cady, Executive Director / CEO** (\$5,304) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Michael Cady — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P30).

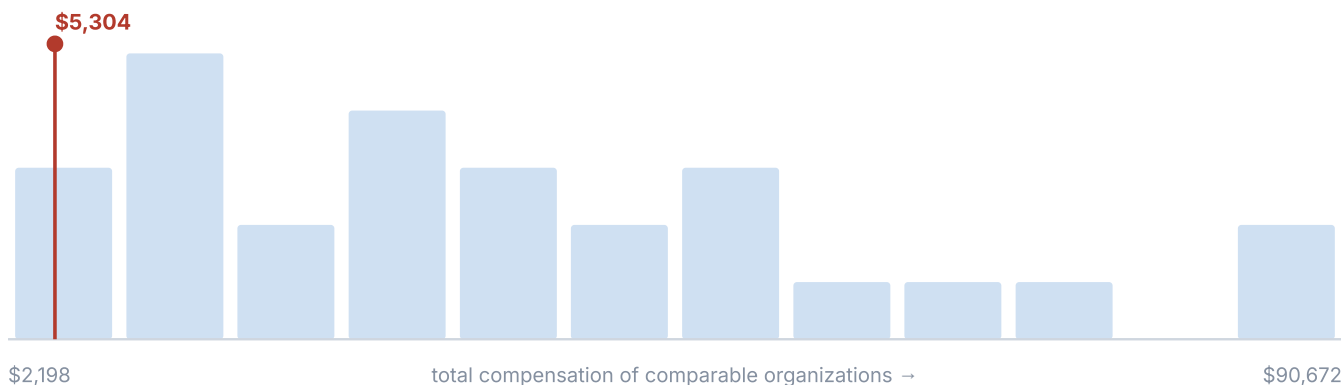
BUDGET Total revenue between \$76,119 and \$170,416 — 0.67x to 1.50x the subject's \$113,611 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,586

\$15,749

\$30,539

\$48,204

\$68,468

\$5,304



● 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 WA 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
Ojjsda Sustainable Indigenous Futures	NY	\$112,965	Founder & Executive Director	\$52,373	\$49,321	2024
Casa Ramona Inc	CA	\$111,506	Executive Director	\$73,174	\$65,851	2024
Girls Inc Foundation	TX	\$109,250	Ceo	\$14,570	\$15,189	2024
Childrens Lifeline International Inc	CO	\$108,936	President	\$50,000	\$51,441	2023
Hope Center Of Leroy Inc	NY	\$107,728	Development Director	\$26,180	\$25,383	2023
Hba Charitable Foundation	OK	\$107,625	Secretary	\$30,300	\$35,799	2023
My Brothers Keeper Inc	WI	\$104,417	President Founder Mentor	\$85,512	\$90,672	2025
Barstow Acres Children's Center Inc	MD	\$123,306	Executive Director	\$2,316	\$2,198	2025
At Risk Children Foundation Inc	FL	\$128,000	Field Officer Sup	\$7,000	\$7,055	2023
Three Rivers Respite	SC	\$128,093	Director	\$15,000	\$16,309	2024
At The Well Conferences Inc	NJ	\$95,406	Executive Director	\$23,000	\$22,033	2023
New Mexico Child First Network Inc	NM	\$93,491	Executive Di	\$19,500	\$22,503	2023
Project Life Positeen	SC	\$93,444	Director	\$25,950	\$29,047	2023
Daft Youth Services Inc	NY	\$138,504	Executive Director	\$50,000	\$47,087	2024
Go Team Foundation	CA	\$139,450	President	\$60,000	\$53,994	2024
Links Of Hope Inc	FL	\$83,181	Executive Director	\$35,000	\$34,266	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Will To Live Foundation Inc	GA	\$146,104	Treas/secretary	\$13,500	\$14,146	2024
Ambassadors Of Fathers House	NJ	\$80,101	Vice President	\$13,846	\$12,883	2024
Jeeah's Hope Inc	GA	\$77,066	Director	\$67,103	\$72,393	2023
Masonic Club Of Darien Inc	CT	\$76,879	President	\$3,030	\$3,049	2023
Life Saver Ministries Inc	NY	\$152,152	Executive Di	\$31,499	\$30,539	2023
Dove Uganda Children's Fund	WA	\$157,535	Exec Director	\$10,000	\$9,606	2023
Interagency Support Council Of Eastern Williamson County	TX	\$163,630	Executive Director	\$33,080	\$34,486	2024
Harbor58 Ministries Inc	FL	\$164,688	Executive Di	\$28,286	\$26,979	2025
Empower Youth	OH	\$165,479	Executive Director	\$39,513	\$43,615	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2022 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 WA 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	27 organizations. Compensation range \$2,198–\$90,672; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,611); for reference, expenses \$143,863 and assets \$1,853.
ROLE MATCH	Michael Cady, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	7 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 (Michael Cady) 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 27 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,304 is reasonable (approximately the 7th 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.