

Supportive Childcare Provider Alliance Scpa

Executive Director / CEO

EIN 843533192
 WA · NTEE B01
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Fatima Adam, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

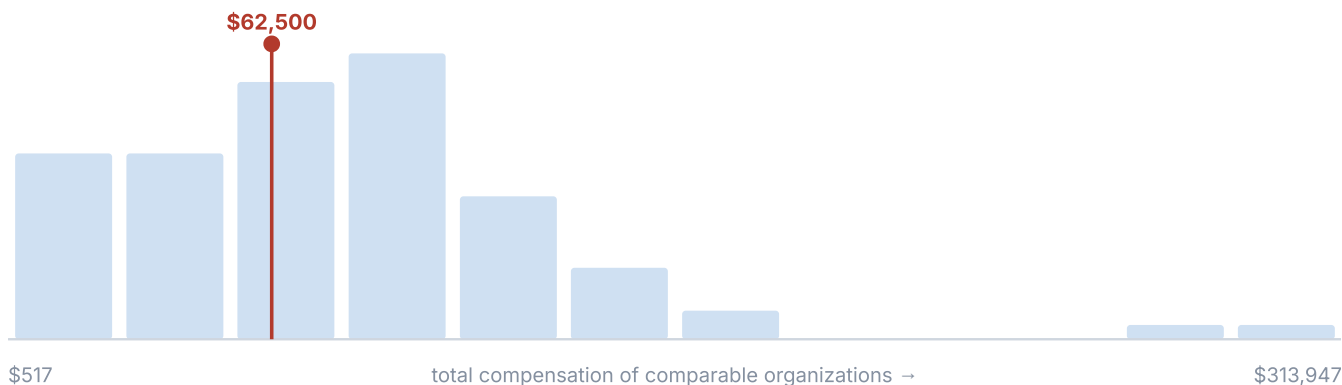
Benchmarked executive: Fatima Adam — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B01).
BUDGET	Total revenue between \$225,377 and \$504,577 — 0.67x to 1.50x the subject's \$336,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,167	\$45,977	\$74,089	\$96,949	\$133,541	\$62,500
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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 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
Let Our Voices Empower	VA	\$332,985	Executive Director	\$90,734	\$95,330	2025
Sheros Rise Inc	CA	\$342,948	President	\$30,000	\$28,934	2024
Working To Extend Anti-racist Education Inc	NC	\$344,424	Executive Director	\$102,996	\$115,803	2025
1 Vote Counts	PA	\$326,752	Executive Director	\$57,200	\$63,712	2024
Delaware Charter Schools Network	DE	\$349,872	Ceo	\$100,000	\$109,366	2024
Parents Engaging Parents	NJ	\$314,912	Executive Director	\$60,269	\$58,553	2025
The 15 White Coats Inc	LA	\$359,824	Executive Director	\$36,923	\$46,753	2023
South Carolina First Steps To	SC	\$311,127	Executive Di	\$76,933	\$92,293	2023
Higher Education Reform Coalition Inc	FL	\$309,118	President & Treasurer	\$7,500	\$8,103	2023
Every Brain Matters Corporation	CO	\$308,394	President	\$91,154	\$97,626	2024
Boost Oregon	OR	\$307,598	Executive Dir.	\$41,906	\$43,467	2024
Greenwood Education Foundation	IN	\$307,001	Executive Di	\$45,833	\$52,594	2025
Maryland Family Institute	MD	\$367,020	President	\$37,500	\$40,316	2023
National Assn Of Worksite Health Care	TX	\$301,700	Executive Director	\$52,562	\$58,727	2024
South Carolina First Steps	SC	\$301,081	Executive Di	\$41,646	\$49,961	2023
Idaho Family Policy Center Inc	ID	\$372,895	President	\$118,850	\$145,387	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vip Consortium Inc	GA	\$373,476	Executive Director	\$6,000	\$6,738	2024
Grow Allen Inc	IN	\$298,000	Executive Di	\$71,058	\$83,697	2024
The Uprise Collective	OR	\$375,361	Executive Dir.	\$91,106	\$94,500	2024
Institute For Black Solidarity With Israel	NC	\$294,916	Chief Executive Officer	\$92,931	\$107,251	2024
Turn The Page Stl	MO	\$378,952	Executive Director	\$80,545	\$95,285	2024
Trans Women In Need Of Services Inc	FL	\$380,202	Executive Director	\$116,875	\$122,634	2024
Readmontana	MT	\$388,525	Executive Dir.	\$80,400	\$96,801	2024
Redemption Foundation	MI	\$283,390	Executive Director (Ended 4/24)	\$20,502	\$23,636	2024
Nd Senior Career Development	ND	\$282,338	Director	\$50,000	\$59,707	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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 83 organizations. Compensation range \$517–\$313,947; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$336,385); for reference, expenses \$356,366 and assets \$52,612.

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

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	43 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	42 nd

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 (Fatima Adam) 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 83 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 43rd 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.