

New Mexico Foundation

Executive Director / CEO

EIN 850379183
 NM · NTEE I83Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Melanie Majors, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **423** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Melanie Majors — reported title “FORMER 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 (I83Z).
BUDGET	Total revenue between \$163,361 and \$365,734 — 0.67x to 1.50x the subject's \$243,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

423 organizations qualified on sector, size, and geography → **423** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,919	\$35,290	\$53,194	\$71,680	\$89,494	\$60,000
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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 NM 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
The Delta Project	MI	\$244,281	Director	\$75,000	\$71,975	2024
The Seventeenth Judicial Circuit Co	AL	\$243,016	Executive Director	\$68,500	\$70,836	2023
Pedal The Pacific	TX	\$244,736	Director	\$65,000	\$62,238	2023
Battered But Not Broken	SC	\$245,008	Executive Director And Founde	\$50,485	\$50,414	2023
Anchor Of Hope International Ministries Inc	CA	\$245,329	Executive Directorboardmember	\$56,160	\$45,088	2024
Journey 4ward	TX	\$245,349	Advocate/director	\$52,737	\$49,048	2024
Women Of Hope Inc	OH	\$245,629	Executive Director	\$62,500	\$63,365	2023
Safebae Org Inc	ME	\$242,014	Excecutive Director	\$29,000	\$27,797	2023
Lamoille County Special Investigation	VT	\$241,895	Excecutive Director	\$68,515	\$64,118	2024
Capital Region Crime Stoppers Inc	LA	\$245,875	Executive Di	\$80,000	\$81,903	2024
Can Council Great Lakes Bay Region	MI	\$241,557	President/ce	\$5,169	\$5,107	2023
Cape Cod Dispute Resolution Center	MA	\$241,448	Executive Di	\$83,968	\$70,154	2024
Cottage Street Youth Law	OR	\$241,380	Executive Director	\$102,200	\$88,241	2024
Sarah's Friends Inc	OH	\$241,243	Executive Di	\$51,010	\$51,716	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Made New Foundation Inc	CA	\$246,584	Executive Director	\$16,500	\$13,247	2024
Freedom Fund Network Inc	FL	\$240,985	Executive Director	\$135,000	\$117,913	2024
West Virginia Bar Foundation Inc	WV	\$246,729	Executive Director	\$38,000	\$37,267	2025
Marion County Police Reserves	WV	\$240,790	Chief	\$2,900	\$3,006	2023
The Front Line Foundation	MN	\$247,108	President &	\$54,167	\$49,763	2024
Family & Children's Council	IA	\$247,648	Executive Director	\$78,000	\$81,751	2023
Jumpstart	SC	\$239,883	President	\$85,000	\$84,882	2023
Renaissance Inc	AL	\$239,449	Executive Director	\$10,739	\$11,105	2023
Fresh Start Learning	WI	\$248,341	Executive Director	\$118,339	\$114,907	2024
301 Housing Development Fund Corporation	NY	\$239,065	President	\$38,386	\$33,203	2023
Inland Empire Latino Lawyers	CA	\$239,060	Executive Director	\$84,635	\$67,949	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	423 organizations. Compensation range \$9–\$378,251; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$243,823); for reference, expenses \$223,422 and assets \$320,076.
ROLE MATCH	Melanie Majors, reported title "FORMER EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	58 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	54 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 (Melanie Majors) 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 423 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 58th 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.