

Statewide Independent Living Council

Executive Director / CEO

EIN 861029897

AZ · NTEE P82

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mellie Santora Adu, Executive Director / CEO** (\$37,596) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

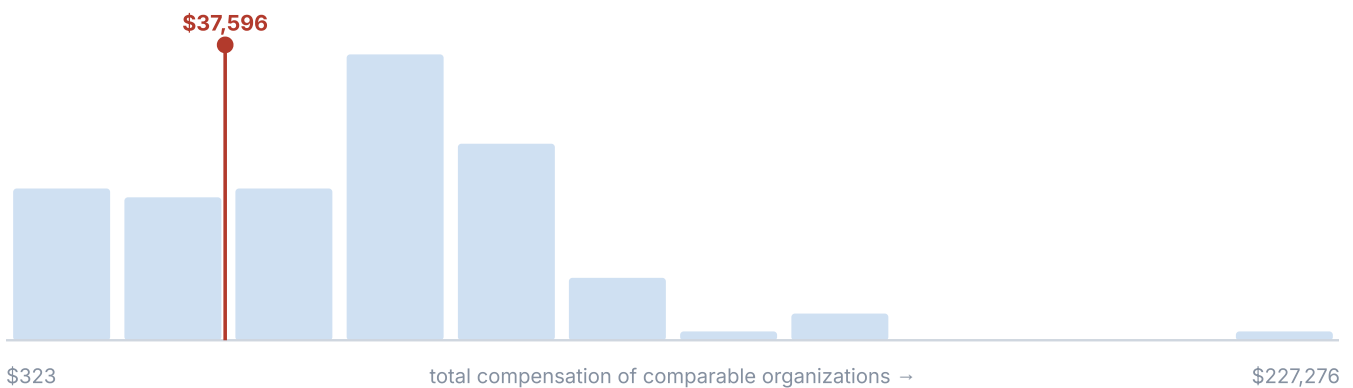
Benchmarked executive: Mellie Santora Adu — reported title “Chief Executive of Strategy & Innovation”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (P82). |
| BUDGET | Total revenue between \$274,187 and \$613,852 — 0.67x to 1.50x the subject's \$409,235 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue. |

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$14,378 | \$36,359 | \$63,053 | \$81,151 | \$96,299 | \$37,596 |
|----------|----------|----------|----------|----------|----------|



● 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 AZ 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 |
|--|-------|-----------|------------------------|-----------------|------------------|------|
| Central California Adaptive Sports | CA | \$407,265 | President & Ceo | \$41,880 | \$36,633 | 2025 |
| Respite Care Of Charleston | SC | \$405,701 | Executive Director | \$92,916 | \$100,792 | 2024 |
| Elderly Behavioral Wellness Services Inc | CA | \$403,884 | President & Ceo | \$12,000 | \$10,774 | 2024 |
| Down Syndrome Partnership Of North Texas | TX | \$414,776 | Exec Dir | \$84,846 | \$88,250 | 2024 |
| Horses Of Hope Missouri Inc | MO | \$415,120 | Executive Director | \$2,466 | \$2,716 | 2024 |
| Hope North Carolina Inc | NC | \$417,537 | Executive Di | \$74,592 | \$78,075 | 2025 |
| Therapy Solutions Children's Services | PA | \$418,205 | President | \$41,043 | \$41,461 | 2025 |
| Working Wonders | CA | \$418,412 | President | \$49,819 | \$46,053 | 2023 |
| Grand Prairie Job Center | AR | \$399,485 | Executive Director | \$66,295 | \$75,487 | 2025 |
| Horsepower Therapeutic Riding | IL | \$399,093 | President | \$67,771 | \$69,279 | 2024 |
| Shenandoah County Search Incorporated | VA | \$419,767 | Director | \$57,802 | \$56,536 | 2025 |
| Sacred Ground | OH | \$420,314 | Executive Director/ceo | \$74,044 | \$83,954 | 2023 |
| Kids Mobility Network Inc | CO | \$398,036 | President | \$120,000 | \$119,645 | 2024 |
| North Carolina Down Syndrome | NC | \$420,752 | Executive Di | \$10,031 | \$11,095 | 2023 |
| Choice Living Community | TX | \$421,150 | Ceo | \$45,541 | \$48,767 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|------------------------------|-----------------|-----------------|------|
| Disabilitysa Dba Fiesta Especial | TX | \$396,835 | Ceo & Exec Dir | \$81,654 | \$84,930 | 2024 |
| Legacy Farms | VA | \$396,346 | Executive Director | \$60,000 | \$60,238 | 2024 |
| Ultimate Care | CO | \$424,440 | President | \$48,000 | \$49,272 | 2023 |
| The Arc Of Buncombe County Inc | NC | \$393,789 | Executive Director | \$67,570 | \$72,596 | 2024 |
| Parc Endowment Fund | FL | \$393,338 | Trustee/parc President & Ceo | \$12,085 | \$11,805 | 2024 |
| Independent Peer Socialization | CA | \$392,676 | Director | \$104,400 | \$93,737 | 2024 |
| Fresh Start Of San Angelo | TX | \$392,337 | Executive Director | \$62,400 | \$64,904 | 2024 |
| Jeffrey Foundation | CA | \$386,665 | Pres./board | \$101,500 | \$88,785 | 2025 |
| Nellie Byers Training Center Inc | LA | \$434,240 | Executive Dir. | \$16,410 | \$18,789 | 2024 |
| Wings Of Hope Equitherapy | TX | \$435,486 | Executive Director | \$58,062 | \$60,392 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 116 organizations. Compensation range \$323–\$227,276; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$409,235); for reference, expenses \$416,120 and assets \$310,771.

| | |
|-----------------|---|
| ROLE MATCH | Mellie Santora Adu, reported title " <i>Chief Executive of Strategy & Innovation</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role. |
| RELATED-ORG PAY | 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 1 peer 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 | 28 th |
| Total compensation (D + F), as reported (no adjustments) | 27 th |
| Reportable pay only (column D), adjusted | 29 th |
| All sources (D + E + F), adjusted | 21 st |

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 (Mellie Santora Adu) 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 116 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,596 is reasonable (approximately the 28th 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.