

Finding Our Voices

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Pamela Gagon Da Silva, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Pamela Gagon Da Silva — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

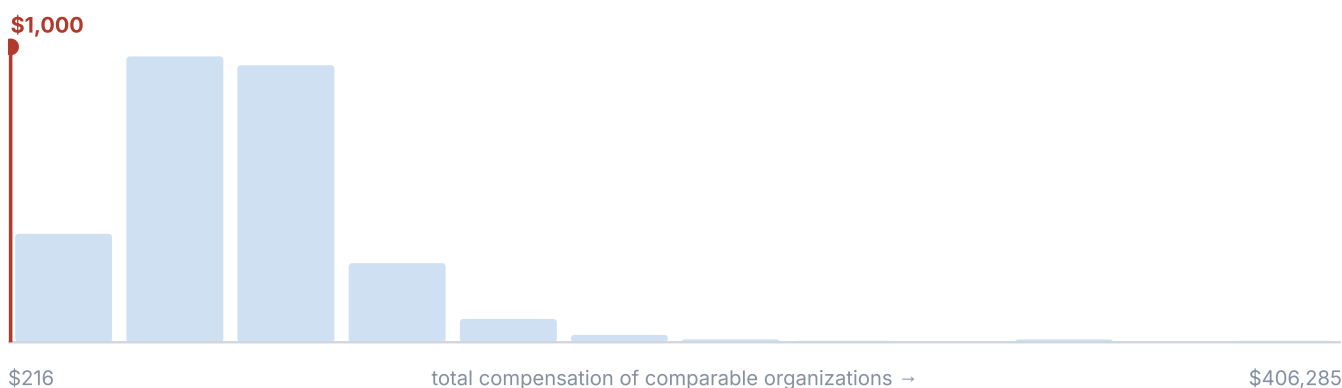
SECTOR Organizations sharing the subject's NTEE classification (I71).

BUDGET Total revenue between \$243,747 and \$545,703 — 0.67x to 1.50x the subject's \$363,802 (the band tightens as size grows).

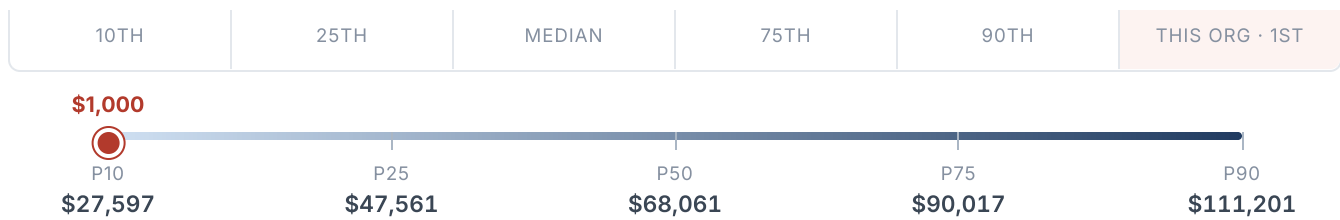
GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

539 organizations qualified on sector, size, and geography → **539** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$27,597	\$47,561	\$68,061	\$90,017	\$111,201	\$1,000
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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 ME 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
Police On Bikes Inc	MD	\$363,501	Executive Di	\$100,132	\$96,250	2023
Childrens Advocacy Center Of West Texas Inc	TX	\$363,194	Exec Director	\$66,458	\$66,390	2024
Philemon House	IL	\$363,150	Executive Di	\$53,406	\$52,434	2024
Monroe County Senior Legal Services	MI	\$363,058	Executive Director	\$69,884	\$72,035	2024
Just A Clean House Inc	NC	\$362,882	Vice President	\$34,001	\$36,121	2023
Sentencing Alternatives Program Inc	CA	\$362,483	Ceo	\$73,986	\$62,157	2025
Cambria County Child Advocacy	PA	\$365,235	Executive Di	\$74,026	\$75,900	2023
Pro Bono Organization For Native	HI	\$362,223	Executive Di	\$80,000	\$71,529	2024
National Veterans Benefits Attorneys Inc	FL	\$365,619	Executive Director	\$48,750	\$47,086	2023
Wenatchee Valley Dispute Resolution	WA	\$365,647	Executive Director	\$89,211	\$79,764	2024
Heroes Academy Inc	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	\$74,122	2023
Equal Justice Under Law	DC	\$366,145	President And Executive Director	\$198,084	\$178,719	2023
Network For Strong Communities Inc	GA	\$366,548	Secretary	\$11,100	\$11,146	2024
Mke Urban Stables Inc	WI	\$360,740	Executive Director	\$91,695	\$95,635	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restoring Ancestral Winds Inc	UT	\$366,868	Executive Dir.	\$100,875	\$106,151	2023
Blueforce Strategies Inc	VA	\$367,256	Officer/director	\$48,000	\$47,651	2023
Rebuilding Exoffenders Successfully	FL	\$360,213	Executive Director	\$72,000	\$67,548	2024
Elementz	OH	\$367,579	Executive Dir.	\$110,138	\$116,497	2024
Iron Defense	MI	\$367,750	Executive Director	\$106,570	\$109,851	2024
Law Enforcement Drone Association	OR	\$358,601	Executive Di	\$46,158	\$44,072	2023
Self Help Inc	NM	\$358,462	Executive Dir.	\$60,320	\$66,705	2023
Fort Bend County Dispute	TX	\$358,183	Executive Di	\$76,034	\$73,998	2025
Horizon Community Engagement	OH	\$369,749	Executive Di	\$33,252	\$35,172	2024
Financial Protection Law Center	NC	\$370,385	President/e.d.	\$122,197	\$129,817	2023
Iowa State Bar Foundation	IA	\$356,821	Executive Di	\$24,309	\$26,581	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 539 organizations. Compensation range \$216–\$406,285; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$363,802); for reference, expenses \$316,871 and assets \$128,788.

ROLE MATCH	Pamela Gagon Da Silva, reported title " <i>Secretary</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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	1st
Total compensation (D + F), as reported (no adjustments)	1st
Reportable pay only (column D), adjusted	4th
All sources (D + E + F), adjusted	1st

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 (Pamela Gagon Da Silva) 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 539 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 1st 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.