

# Adoptee Mentoring Society

Executive Director / CEO

EIN 872306907

WA · NTEE P03

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Angela Tucker, Executive Director / CEO** (\$30,206) against the **2000** closest of **3,303** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

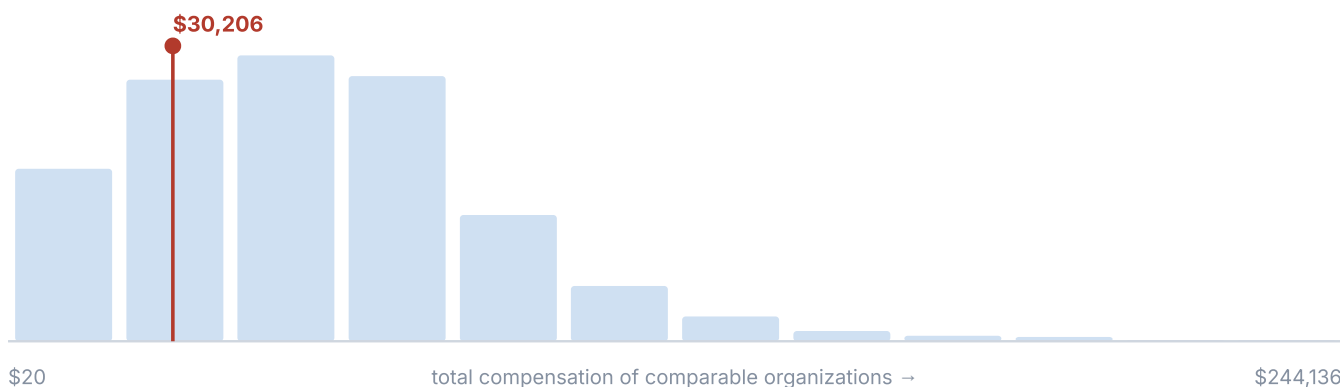
**Benchmarked executive:** Angela Tucker — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P03).
BUDGET	Total revenue between \$180,522 and \$404,155 — 0.67x to 1.50x the subject's \$269,437 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,303** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$14,396	\$31,839	\$52,987	\$74,692	\$97,256	\$30,206
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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
<a href="#">Puente Desarrollo Internacional</a>	IN	\$269,418	Ceo	\$49,360	<b>\$59,857</b>	2023
<a href="#">Kids Club Child Care Center Inc</a>	MT	\$269,457	Director	\$36,528	<b>\$45,278</b>	2023
<a href="#">Music For All Seasons Inc</a>	NJ	\$269,405	President	\$25,002	<b>\$25,669</b>	2023
<a href="#">Compassion Washington</a>	WA	\$269,399	Executive Dir.	\$36,000	<b>\$37,063</b>	2023
<a href="#">White Bear Lake Basketball Association</a>	MN	\$269,489	Tournament Director	\$2,500	<b>\$2,759</b>	2024
<a href="#">Paulding Pregnancy Services Inc</a>	GA	\$269,513	Director	\$31,425	<b>\$35,292</b>	2024
<a href="#">Morning Star Urban Development Inc</a>	GA	\$269,603	Executive Director	\$66,600	<b>\$74,796</b>	2024
<a href="#">Special Needs Solutions</a>	AZ	\$269,607	Executive Director And President	\$52,334	<b>\$56,216</b>	2024
<a href="#">Organizacion Latina Trans In Texas</a>	TX	\$269,622	Executive Director	\$103,712	<b>\$119,298</b>	2023
<a href="#">United Way Of Clare County</a>	MI	\$269,212	Executive Director	\$16,800	<b>\$19,940</b>	2023
<a href="#">World Impact Network</a>	WA	\$269,209	Executive Dir.	\$97,500	<b>\$97,500</b>	2024
<a href="#">Family Promise Of Southern Delaware Inc</a>	DE	\$269,207	Executive Director	\$82,476	<b>\$90,200</b>	2024
<a href="#">Community Counts</a>	AZ	\$269,205	Executive Director	\$34,380	<b>\$38,021</b>	2023
<a href="#">Lander County Kids Club</a>	NV	\$269,701	Daycare Director	\$31,451	<b>\$36,252</b>	2023
<a href="#">Shalveh Inc</a>	NY	\$269,717	Director	\$3,000	<b>\$3,028</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Organizing For Racial Equity</a>	NC	\$269,721	Executive Dir.	\$71,667	<b>\$85,153</b>	2023
<a href="#">Chickasaw Wellness Complex</a>	IA	\$269,726	Co-cwc Direc	\$35,000	<b>\$41,701</b>	2025
<a href="#">Blankets Of Hope Inc</a>	NY	\$269,048	President & Ceo	\$65,385	<b>\$65,993</b>	2024
<a href="#">The Learning Ladder Child Care Ministry Inc</a>	IN	\$269,827	President/director	\$64,500	<b>\$75,973</b>	2024
<a href="#">Michigan Armed Forces Hospitality Center</a>	MI	\$268,994	Executive Director	\$22,750	<b>\$26,228</b>	2024
<a href="#">Caring Children Clothing Children Inc</a>	FL	\$268,926	Executive Director	\$68,667	<b>\$72,051</b>	2024
<a href="#">The New England States Government</a>	ME	\$269,953	Executive Director	\$12,000	<b>\$13,421</b>	2024
<a href="#">Access Language Solutions Inc</a>	KY	\$270,017	Executive Director	\$38,424	<b>\$47,471</b>	2023
<a href="#">Nunakins</a>	AK	\$268,844	Executive Di	\$10,350	<b>\$11,052</b>	2024
<a href="#">Christnet</a>	MI	\$270,188	Exec Director/ceo	\$50,000	<b>\$59,346</b>	2023

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$20–\$244,136; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$269,437); for reference, expenses \$94,505 and assets \$230,536. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Angela Tucker, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	142 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	40 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	20 <sup>th</sup>

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 (Angela Tucker) 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 10, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,206 is reasonable (approximately the 23<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.