

Sawyers Wish

Executive Director / CEO

EIN 873311117

OH · NTEE G12

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kayla Scalf, Executive Director / CEO** (\$81,571) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

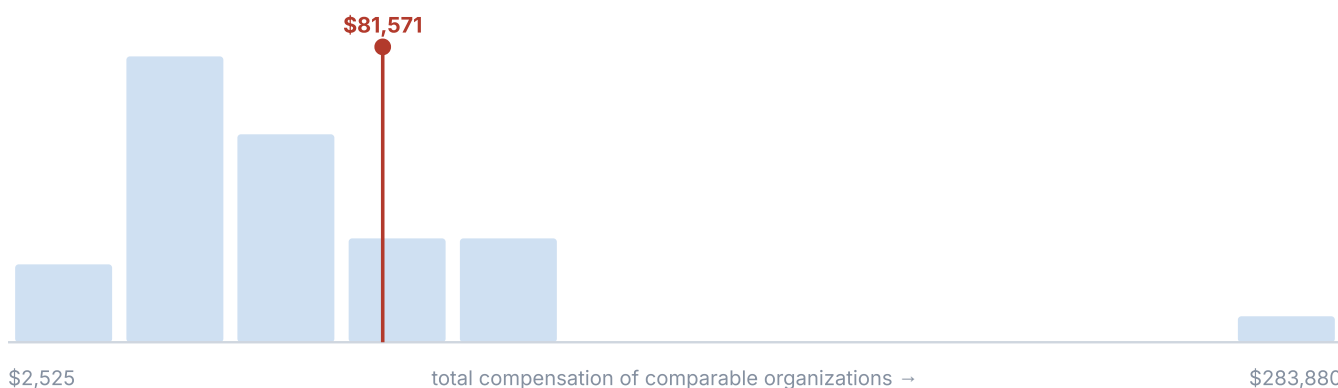
Benchmarked executive: Kayla Scalf — reported title “DIRECTOR OF DEVELOPEMENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (G12).
- BUDGET** Total revenue between \$230,312 and \$515,625 — 0.67x to 1.50x the subject's \$343,750 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,512	\$42,939	\$54,448	\$74,652	\$108,998	\$81,571
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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 OH 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
Undiagnosed Diseases Network Foundation	DC	\$328,998	Ceo	\$352,756	\$283,880	2024
Kicks For A Cure Inc	NE	\$328,787	Executive Director	\$45,450	\$44,830	2024
Outrun The Sun Inc	IN	\$324,896	Executive Di	\$112,707	\$108,998	2024
1 Of Us	NC	\$324,059	Executive Di	\$70,000	\$66,330	2024
Kat's Ribbon Of Hope Inc	NY	\$323,602	Operations A	\$3,047	\$2,525	2024
Teamsters Local 25 Autism Fund Inc	MA	\$376,689	President	\$55,954	\$46,111	2024
Meat Fight Inc	TX	\$378,798	Chief Executive Office	\$33,366	\$31,512	2023
Cure Rtd Foundation	TX	\$388,162	Vp / Treasurer	\$15,000	\$13,761	2024
Parkinson Association Of Central Florida Inc	FL	\$295,008	Executive Director	\$75,000	\$64,613	2024
Limb Preservation Foundation	CO	\$393,251	Executive Di	\$123,760	\$112,043	2023
Race Cancer Foundation Inc	MA	\$293,645	President And Director	\$45,000	\$38,179	2023
Montana Youth Diabetes Alliance Inc	MT	\$290,742	Executive Director	\$18,876	\$18,659	2024
The Isaac Foundation	WA	\$285,953	Executive Dir.	\$48,479	\$39,804	2024
Ms Hope For A Cure Inc	VT	\$402,109	President	\$125,000	\$115,381	2024
Gina Quesenberry Breast Cancer	ID	\$275,475	Executive Dir.	\$75,000	\$73,167	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Parkinson Council	PA	\$420,894	Chief Executive Officer	\$118,511	\$108,381	2024
All In For Miller Inc	GA	\$265,432	Treasurer	\$36,000	\$33,195	2024
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$63,208	2024
Wyoming Breast Cancer Initiative	WY	\$432,506	Executive Di	\$71,205	\$71,989	2023
Niekro Aneurysm And Avm Foundation	TX	\$252,971	Executive Director	\$90,385	\$82,915	2024
Northwest Indiana Cancer Kids Inc	IN	\$247,112	Executive Director	\$47,000	\$46,796	2023
Ateam Ministries	AL	\$442,994	President And Director	\$65,800	\$65,190	2024
Minnesota Colorectal Cancer Research	MN	\$453,008	Executive Director	\$52,684	\$49,150	2023
Teal Diva	NC	\$233,564	Executive Dir.	\$60,000	\$56,855	2024
Iraq Star Inc	CA	\$232,116	President/treasurer	\$108,000	\$88,050	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 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 OH 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 31 organizations. Compensation range \$2,525–\$283,880; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$343,750); for reference, expenses \$102,545 and assets \$345,654. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Kayla Scalf, reported title " <i>DIRECTOR OF DEVELOPEMENT</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	1 peer 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	74 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 (Kayla Scalf) 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 31 similarly situated organizations (Same NTEE sector (G12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,571 is reasonable (approximately the 77th 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.