

# Society For Education In Anesthesia

Executive Director / CEO

EIN 911237012

WI · NTEE G91P

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Davidson Md, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **351** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

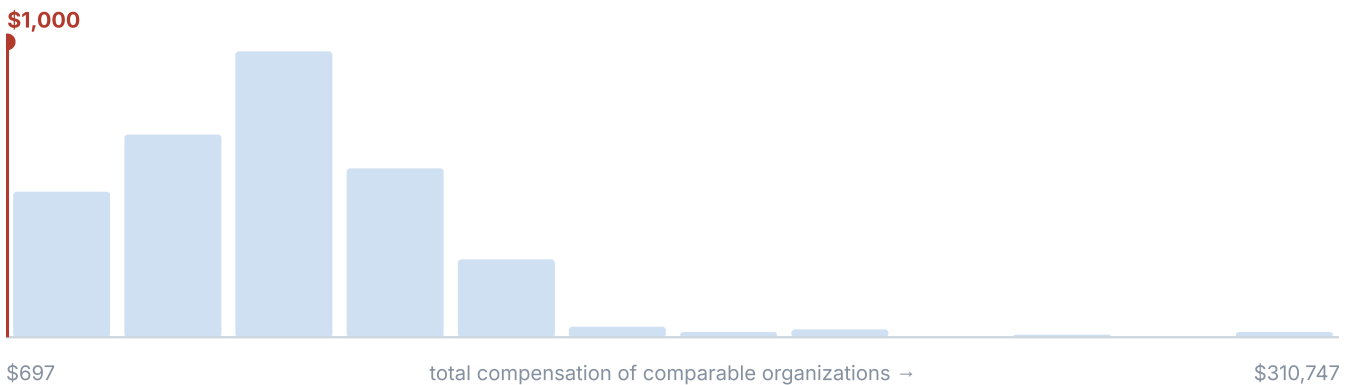
**Benchmarked executive:** Melissa Davidson Md — reported title “DIRECTOR (THRU NOV 2023)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G91P).
BUDGET	Total revenue between \$235,129 and \$526,410 — 0.67x to 1.50x the subject's \$350,940 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**351** organizations qualified on sector, size, and geography → **351** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,966	\$37,694	\$62,605	\$83,099	\$107,444	\$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 WI 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="#">Sarah's House Of Maine</a>	ME	\$351,019	Executive Di	\$64,500	<b>\$61,843</b>	2023
<a href="#">Sickle Cell 101</a>	CA	\$349,501	Executive Director	\$38,800	<b>\$32,081</b>	2023
<a href="#">Progressive Familial Intrahepatic Cholestasis</a>	KY	\$352,401	Co-founder Executive Director	\$71,000	<b>\$70,944</b>	2024
<a href="#">Fatty Liver Foundation</a>	ID	\$349,373	Executive Director	\$112,000	<b>\$110,810</b>	2024
<a href="#">The National Witness Project Inc</a>	NY	\$352,895	Executive Director	\$70,000	<b>\$60,567</b>	2023
<a href="#">Servants For Sight</a>	SC	\$353,090	Executive Director	\$65,000	<b>\$63,067</b>	2024
<a href="#">Autism Project Inc</a>	MD	\$348,170	Director	\$95,723	<b>\$85,690</b>	2023
<a href="#">Better Vision Better Hope</a>	TX	\$347,733	President	\$30,000	<b>\$27,910</b>	2024
<a href="#">Oral Cancer Foundation Hill</a>	NM	\$347,299	President	\$70,000	<b>\$70,023</b>	2024
<a href="#">Michigan Institute Of Urology Men's</a>	MI	\$347,122	Executive Director	\$75,000	<b>\$74,124</b>	2023
<a href="#">Fxb Usa Inc</a>	NY	\$346,549	Program Strategy & Innovation	\$120,000	<b>\$100,850</b>	2024
<a href="#">Down For Dance</a>	CA	\$355,570	Artistic Director/board Member	\$63,898	<b>\$51,317</b>	2024
<a href="#">Well Being Development</a>	MN	\$345,334	Executive Director	\$28,700	<b>\$26,375</b>	2024
<a href="#">Connecticut Oral Health Initiative Inc</a>	CT	\$357,422	Executive Dir.	\$81,089	<b>\$70,712</b>	2024
<a href="#">Family Dental Care</a>	UT	\$357,530	President/treasurer	\$27,684	<b>\$27,130</b>	2023
<a href="#">Medical Fitness Education Foundation</a>	CA	\$344,102	Ceo	\$100,000	<b>\$80,310</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tdiforaccess Inc</a>	DE	\$357,908	Ceo (July-de	\$89,249	<b>\$83,677</b>	2023
<a href="#">Sawyers Wish</a>	OH	\$343,750	Director Of Development	\$81,571	<b>\$82,726</b>	2023
<a href="#">Houses With Hope Inc</a>	NM	\$358,792	President	\$35,346	<b>\$35,357</b>	2024
<a href="#">Epilepsy Support Network</a>	CA	\$359,228	Executive Director	\$63,786	<b>\$52,740</b>	2023
<a href="#">Mcore Foundation</a>	OH	\$342,160	Executive Di	\$75,338	<b>\$76,405</b>	2023
<a href="#">International Children's</a>	ID	\$359,902	President	\$305,073	<b>\$310,747</b>	2023
<a href="#">Chautauqua Blind Association Inc</a>	NY	\$340,650	Executive Director	\$73,548	<b>\$61,811</b>	2024
<a href="#">Habilitation Information Vocation</a>	KY	\$340,605	President & Ceo	\$34,877	<b>\$34,849</b>	2024
<a href="#">Legacy Of Hope</a>	PA	\$340,430	President	\$62,500	<b>\$62,126</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 351 organizations. Compensation range \$697–\$310,747; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$350,940); for reference, expenses \$407,332 and assets \$1,285,977.

**ROLE MATCH** Melissa Davidson Md, reported title "*DIRECTOR (THRU NOV 2023)*", 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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Melissa Davidson Md) 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 351 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 0<sup>th</sup> 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.