

This analysis benchmarks the total compensation of **Christa Louise Ms Phd, Executive Director / CEO** (\$108,915) against **every comparable organization** that fit the selection criteria — **371** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Christa Louise Ms Phd — reported title “EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G03).
BUDGET	Total revenue between \$295,319 and \$661,164 — 0.67x to 1.50x the subject's \$440,776 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

371 organizations qualified on sector, size, and geography → **371** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,627	\$47,579	\$77,433	\$104,479	\$129,182	\$108,915
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 79TH
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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 OR 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
My Time Inc	NY	\$439,914	Executive Directors	\$99,595	\$94,131	2024
Down Syndrome Association Of South	TX	\$441,715	Executive Director	\$85,229	\$89,172	2024
Me Squared Cancer Foundation	TX	\$442,014	Executive Director - Start Date 7/16/2024	\$32,813	\$34,331	2024
Autism Society Of Texas	TX	\$442,890	Executive Director	\$81,600	\$87,896	2023
Ateam Ministries	AL	\$442,994	President And Director	\$65,800	\$74,351	2024
Fabry Support & Information Group	MO	\$443,701	Executive Director	\$80,600	\$91,926	2023
Association For The Visually Impaired	NY	\$437,032	Ceo/ed	\$41,132	\$38,875	2024
Next Step Kansas City Inc	KS	\$436,300	Executive Director	\$59,855	\$69,631	2023
National Pain Advocacy Center	CO	\$435,642	Executive Director	\$176,815	\$177,331	2024
Autistic Self-reliance Support Network	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	\$91,008	2024
Good Samaritan Institute For Research And Education	CA	\$435,247	System President & Ceo	\$38,737	\$34,986	2024
Center For Medicine In The Public	NY	\$447,500	President	\$232,552	\$219,792	2024
Pink Hands Of Hope	PA	\$433,918	Executive Di	\$50,738	\$54,485	2023
Ashland County Cancer	OH	\$433,810	Executive Di	\$63,499	\$72,422	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Education Alliance For	NJ	\$433,633	Executive Director	\$144,250	\$138,687	2023
Southwest Kids Cancer Foundation Inc	AZ	\$448,189	Executive Director	\$37,231	\$37,451	2024
The Sickle Cell Association Of New Jersey	NJ	\$448,862	Executive Director	\$55,154	\$51,506	2024
Wyoming Breast Cancer Initiative	WY	\$432,506	Executive Di	\$71,205	\$82,105	2023
The Breast Cancer Resource Center Of Santa Barbara	CA	\$449,691	Executive Director	\$104,380	\$94,272	2024
New York State Rheumatology Society Inc	NY	\$431,860	President	\$6,500	\$6,144	2024
Help 4 Hd International Inc	CA	\$449,867	President	\$54,792	\$50,948	2023
Sickle Cell Disease Association Of America	PA	\$431,379	Executive Director	\$80,000	\$83,443	2024
Fishing For Md Foundation Inc	FL	\$450,505	Executive Di	\$80,000	\$80,928	2023
Coryell Autism Center	CA	\$451,173	President	\$12,000	\$11,158	2023
Richmond County Cancer Care Treasure Shop	NC	\$428,648	President	\$106,483	\$118,478	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	371 organizations. Compensation range \$196–\$776,666; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$440,776); for reference, expenses \$370,392 and assets \$1,384,996.
ROLE MATCH	Christa Louise Ms Phd, reported title "EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	79 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	71 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 (Christa Louise Ms Phd) 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 371 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,915 is reasonable (approximately the 79th 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.