

STARS Mentoring Program

Executive Director / CEO

This analysis benchmarks the total compensation of **Dontae Riley, Executive Director / CEO** (\$21,800) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

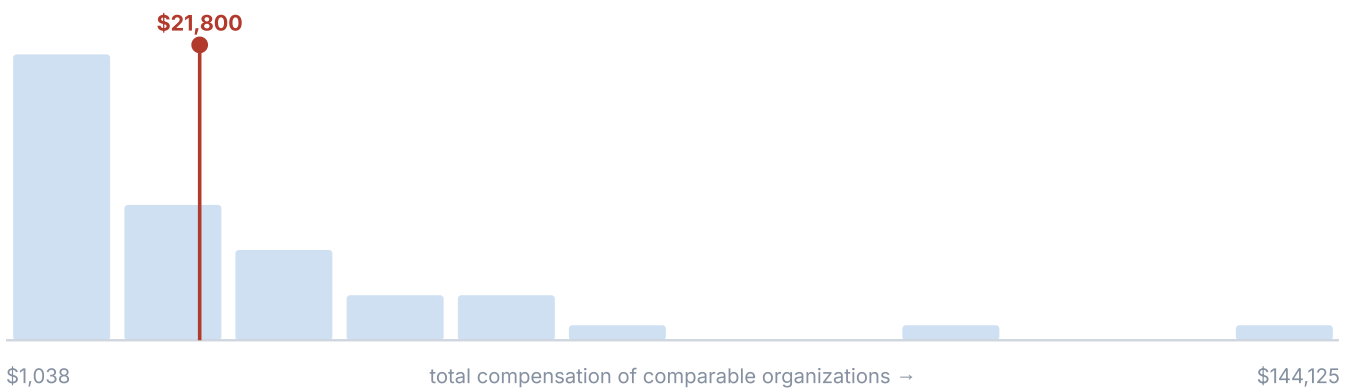
BUDGET Total revenue between \$46,215 and \$103,467 — 0.67x to 1.50x the subject's \$68,978 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography

→ **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,027 10TH	\$5,876 25TH	\$15,738 MEDIAN	\$33,843 75TH	\$55,176 90TH	\$21,800 THIS ORG · 60TH
------------------------	------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



■ **Comparable organizations**

P50
\$5,027

P50
\$5,876

P50
\$15,738

P75
\$33,843

P90
\$55,176

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	TOTAL REVENUE	TOTAL COMP	SOURCE
San Jose Womans Club	CA	\$69,012	\$37,261	990
Maxmath Tutoring Online Inc Alabama Branch	AL	\$68,672	\$6,035	990
Business & Entrepreneurial Learning	NJ	\$69,427	\$9,898	990
American Design Drafting Association	TN	\$68,515	\$35,315	990
Maine Composites Alliance	ME	\$70,611	\$18,214	990
Clipped Wing Global Initiative	IL	\$71,057	\$29,441	990
Y On Earth Community	CO	\$66,326	\$22,509	990
Maxmath Tutoring Online Inc Indiana Branch	IN	\$66,114	\$5,905	990
Maxmath Tutoring Online A Nj Nonprofit Corporation	NJ	\$65,656	\$4,988	990
Trinitas School Of Nursing Student	NJ	\$73,144	\$2,884	990
Pine Crest Rhf Housing Inc	CA	\$74,406	\$71,355	990
Children's Center For Behavioral	IL	\$62,529	\$12,377	990
Empowerment Farm Inc	FL	\$75,476	\$14,365	990
Philadelphia Children's Foundation	PA	\$62,288	\$49,750	990
Community After School Program Inc	OK	\$61,535	\$101,323	990
Maxcen Housing Society Inc Massachusetts Branch	MA	\$76,664	\$5,022	990
Oxford City Schools Education Foundation	AL	\$77,120	\$30,182	990
Maxmath Tutoring Online Inc	GA	\$77,264	\$5,636	990
Maxmath Tutoring Online Inc Dc Branch	DC	\$78,567	\$4,918	990
Psychiatric Clinical Faculty Association	CA	\$56,632	\$15,738	990
Uncw Corporation Ii	NC	\$83,356	\$56,716	990
Aj Center Inc	FL	\$52,350	\$12,645	990
Association Of Two-way And Dual	CA	\$52,172	\$144,125	990
Bay Area Financial Educ Foundation	CA	\$86,047	\$29,150	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Denver Center For International Studies Foundation	CO	\$86,353	\$56,532	990

■ 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	43 organizations. Compensation range \$1,038–\$144,125; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$68,978); for reference, expenses \$198,502 and assets \$92,046. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dontae Riley, reported title " <i>President and ED</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	60th
Total compensation (D + F), as reported (no adjustments)	60th
Reportable pay only (column D), adjusted	65th
All sources (D + E + F), adjusted	58th

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 (Dontae Riley) 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 43 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,800 is reasonable (approximately the 60th 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). 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.