

This analysis benchmarks the total compensation of **Santana Peck, Executive Director / CEO** (\$54,266) against **every comparable organization** that fit the selection criteria — **509** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

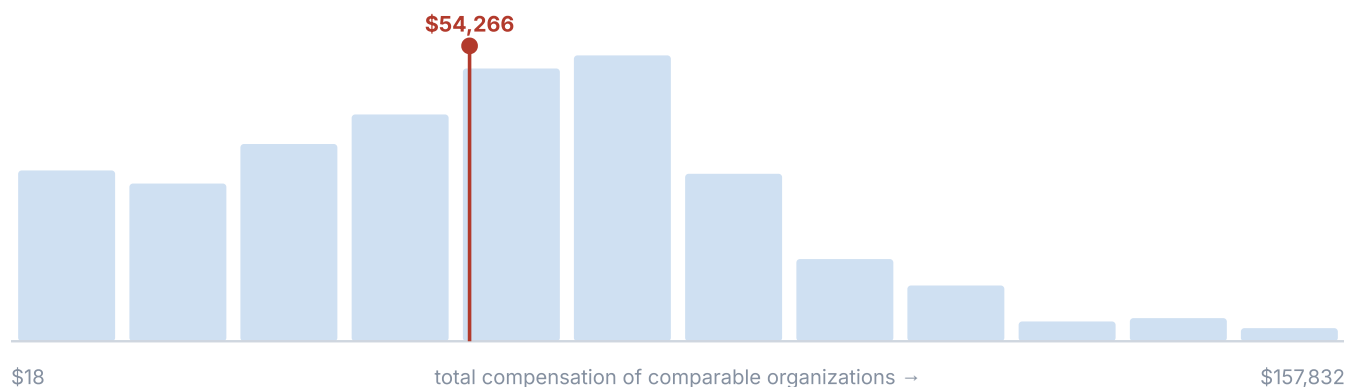
Benchmarked executive: Santana Peck — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$199,938 and \$447,624 — 0.67x to 1.50x the subject's \$298,416 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

509 organizations qualified on sector, size, and geography → **509** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,805	\$31,500	\$56,065	\$75,938	\$97,436	\$54,266
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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 IL 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
Young Masterminds Initiative Inc	NY	\$299,143	Board Chair Ceo	\$84,583	\$80,040	2023
The Malcolm Jenkins Foundation	NJ	\$299,466	President & Ceo	\$29,167	\$26,489	2024
Posability Inc	FL	\$300,091	President	\$27,575	\$27,127	2023
Focusfish Inc	CA	\$296,355	Executive Dir.	\$73,963	\$66,883	2023
Lightnings Junior Cheerleading Incorporated	NY	\$300,693	President	\$8,000	\$7,353	2024
The Prodigy Project	WA	\$295,991	President	\$18,000	\$16,392	2024
New Hope Community Development	CA	\$295,653	Executive Dir.	\$16,000	\$14,469	2023
Mentoring Male Teens In The Hood Inc	MD	\$301,643	President	\$69,340	\$65,940	2024
Association For Space Science	IN	\$294,794	Executive Di	\$35,000	\$36,576	2025
Im A Movement Not A Monument	CA	\$294,495	Ceo	\$19,875	\$17,457	2024
Mana Services Inc	ID	\$302,406	President	\$28,800	\$31,163	2024
Goal Line Ministries Inc	GA	\$294,395	Director	\$26,923	\$28,349	2023
Huntley Youth Football Inc	IL	\$294,377	President	\$450	\$450	2024
South Hills Wrestling Academy Outreach	PA	\$302,819	President	\$60,000	\$62,659	2023
Middleton Youth Hockey Inc	WI	\$293,484	President	\$400	\$425	2024
X Count Inc	IN	\$303,681	Vice-preside	\$93,167	\$102,889	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faith Youth Services Inc	FL	\$292,943	Executive Director (Ceo)	\$77,000	\$73,578	2024
Girls On The Run Of Mid And Western Mary	MD	\$292,640	Executive Dir.	\$44,675	\$41,389	2025
Ohio City Bicycle Coop Inc	OH	\$292,564	Executive Director	\$31,330	\$33,753	2024
The First Tee Of Southeastern New Mexico Inc	NM	\$304,561	Ceo	\$90,000	\$98,462	2024
Deb Project Deserving Enriched & Blessed	AR	\$304,580	President	\$20,000	\$22,867	2024
Envision Children	OH	\$304,688	Executive Director	\$95,000	\$105,371	2023
North Ridge School Age Child Care Inc	IA	\$304,922	President & Chairman	\$66,950	\$76,768	2023
Eau Claire United Soccer Club Inc	WI	\$291,501	Academy Director	\$26,717	\$28,381	2024
Extreme Kids And Crew Inc	NY	\$305,825	Executive Dir.	\$73,769	\$69,807	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **509** organizations. Compensation range \$18–\$157,832; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$298,416); for reference, expenses \$285,501 and assets \$41,947.

ROLE MATCH	Santana Peck, reported title " <i>Director</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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	47 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	47 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 (Santana Peck) 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 509 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,266 is reasonable (approximately the 47th 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.