

Tri-town Youth Services Bureau Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rob Bibbiani, Executive Director / CEO** (\$77,119) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Rob Bibbiani — 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 (O20).

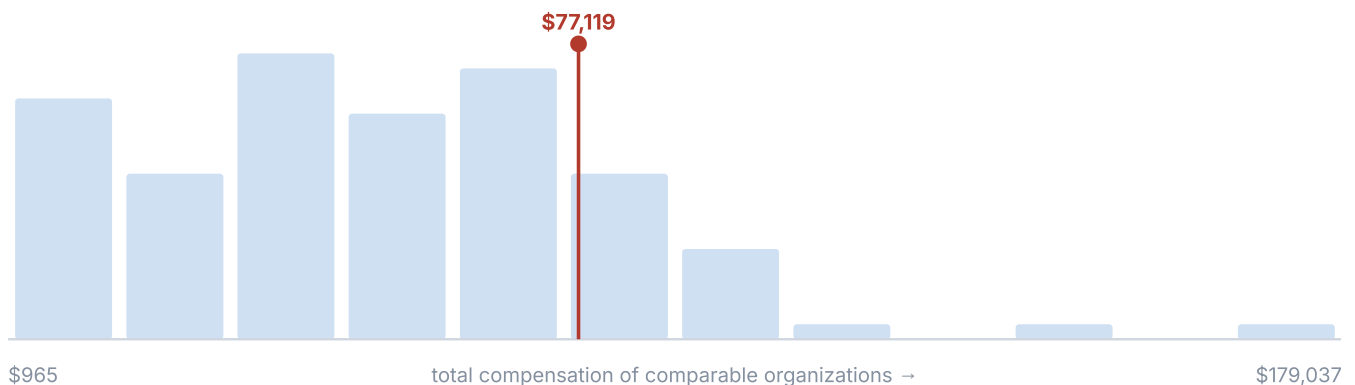
BUDGET Total revenue between \$209,936 and \$470,007 — 0.67x to 1.50x the subject's \$313,338 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography

→ **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,779	\$29,130	\$50,833	\$71,750	\$85,954	\$77,119
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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 CT 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
Can Do Kids Nfp (An Il Not For Profit Corp)	IL	\$313,088	Executive Director Assistant Secretary	\$34,500	\$37,243	2023
Chisago Lakes Area Recreation Association	MN	\$312,801	Gaming Manager	\$890	\$965	2023
Mewater Foundation Incorporated	CA	\$314,579	Ceo	\$96,000	\$91,024	2023
Kamp Hawaii Inc	HI	\$316,243	Executive Di	\$61,625	\$58,844	2024
Kingswood Youth Center Inc	NH	\$307,182	Executive Director	\$76,019	\$72,935	2025
Benevolent And Protective Order Of 879 Bpoe	NH	\$306,840	Secretary	\$12,000	\$11,818	2024
Free Fall Action Sports Inc	PA	\$320,255	Executive Di	\$19,200	\$20,421	2024
The Well Ministries	MN	\$321,715	President	\$13,375	\$14,095	2024
Southeastern Indiana Voices For Children Inc	IN	\$322,067	Exec Dir	\$52,240	\$60,491	2023
Bipoc Apostrophe Foundation	WA	\$322,309	Executive Director	\$83,200	\$81,792	2023
Community Health Council	PA	\$302,420	Board Member	\$14,193	\$15,096	2024
Crook County Kids Inc	OR	\$324,981	Executive Director	\$56,069	\$55,533	2024
Boys And Girls Club Of American Samoa	AS	\$301,045	Executive Director	\$35,006	\$35,006	2024
The Vault Community Center	IL	\$328,320	Executive Dir.	\$40,100	\$43,288	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dunedin Stirling Soccer Club	FL	\$330,150	Academy Director	\$15,000	\$15,473	2023
Montana Outfitters And Guides Education Institute	MT	\$295,143	Executive Director	\$25,000	\$29,590	2023
D & N Event Center Inc	NE	\$294,262	Board Member	\$23,200	\$26,613	2024
Box United	IL	\$335,411	Executive Dir.	\$86,769	\$93,668	2023
Imagine That Summer Camp	AZ	\$289,732	Director	\$30,500	\$31,284	2024
Colfax Community Network Inc	CO	\$286,392	Ceo	\$56,104	\$57,377	2024
Cops N Kids Reading Center Inc	WI	\$341,416	Executive Dir.	\$45,000	\$51,604	2023
Valley Friendship Club	MN	\$284,830	Executive Director	\$66,135	\$71,755	2023
Greenmount West Community Center	MD	\$281,100	Executive Director/chair	\$52,000	\$53,382	2023
Hickory Willow Swim Association	IL	\$281,052	Ceo/head Coa	\$35,988	\$37,735	2024
Future Leaders Organization	NJ	\$280,000	Ceo	\$32,306	\$31,672	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 99 organizations. Compensation range \$965–\$179,037; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$313,338); for reference, expenses \$274,517 and assets \$319,019.
ROLE MATCH	Rob Bibbiani, reported title "EXEC. DIR.", 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	80 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	78 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 (Rob Bibbiani) 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 99 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,119 is reasonable (approximately the 80th 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.