

# Trusted Mentors Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Costeena Weathersby, Executive Director / CEO** (\$45,972) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

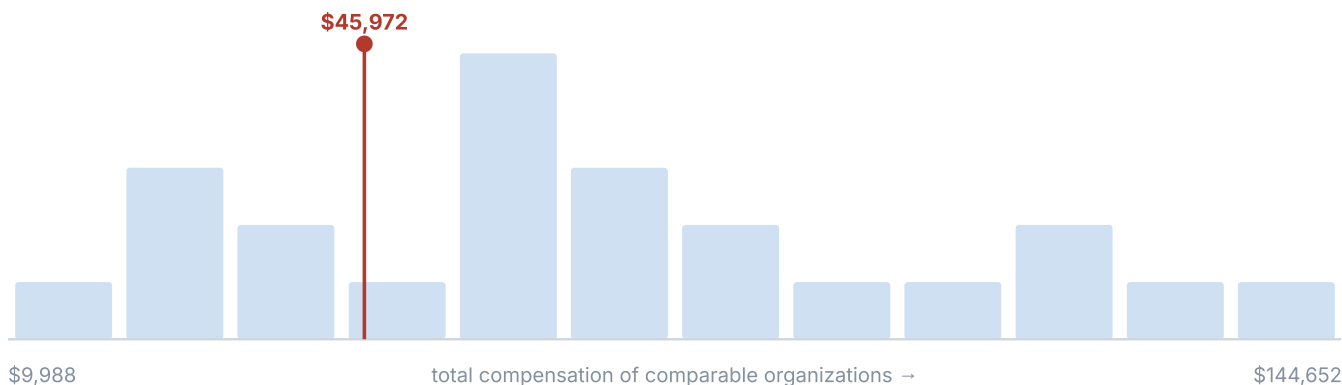
**Benchmarked executive:** Costeena Weathersby — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O30).
BUDGET	Total revenue between \$241,652 and \$541,014 — 0.67x to 1.50x the subject's \$360,676 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O30), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,476	\$48,154	\$61,347	\$87,754	\$119,654	\$45,972
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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 IN 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="#">Big Brothers Big Sisters Of The Upstate</a>	SC	\$362,983	Ceo	\$63,844	<b>\$61,347</b>	2024
<a href="#">Great Life Mentoring</a>	OR	\$373,727	Executive Director	\$99,781	<b>\$85,347</b>	2024
<a href="#">Joshua And Caleb Leadership Centre</a>	OH	\$344,929	President	\$73,658	<b>\$71,857</b>	2024
<a href="#">House Of Shiloh Family Services Inc</a>	TX	\$342,758	Director	\$60,000	<b>\$55,281</b>	2024
<a href="#">You Can Mentor Inc</a>	TX	\$331,294	Executive Dir.	\$157,000	<b>\$144,652</b>	2024
<a href="#">San Miguel Mentoring Program</a>	CO	\$329,675	Executive Di	\$93,170	<b>\$82,286</b>	2024
<a href="#">Speakhire Inc</a>	NY	\$398,262	Exe. Director	\$140,275	<b>\$120,198</b>	2023
<a href="#">Volunteers For Youth Inc</a>	NC	\$321,949	Executive Dir.	\$43,885	<b>\$41,765</b>	2024
<a href="#">The Mentoring Partnership Of Sw Pa</a>	PA	\$403,179	Executive Director	\$139,996	<b>\$128,588</b>	2024
<a href="#">Journey Forward Mentoring</a>	TX	\$306,974	Executive Director	\$57,500	<b>\$54,542</b>	2023
<a href="#">The Hampton's Academy Inc</a>	IN	\$418,758	Ceo	\$33,229	<b>\$32,276</b>	2024
<a href="#">Grandparents Raising Grandchildren Information Center Of La</a>	LA	\$428,589	Contractor	\$23,180	<b>\$23,509</b>	2024
<a href="#">Champions Of Youth Inc</a>	IN	\$285,623	Executive Dir.	\$55,120	<b>\$55,120</b>	2023
<a href="#">Athletes For Kids</a>	WA	\$438,031	Executive Director	\$81,020	<b>\$68,785</b>	2023
<a href="#">Buffalo &amp; Western New York</a>	NY	\$274,371	Secretary	\$12,000	<b>\$9,988</b>	2024
<a href="#">Mentor North</a>	MN	\$462,053	Exec Directo	\$60,322	<b>\$54,899</b>	2024
<a href="#">Arkbuilders Inc</a>	OH	\$465,811	Ceo	\$62,400	<b>\$60,874</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maine Sports Group</a>	ME	\$254,847	Secretary	\$31,200	<b>\$28,776</b>	2024
<a href="#">Big Brothers Big Sisters Of Greater</a>	OH	\$468,912	President & Ceo	\$89,769	<b>\$90,160</b>	2023
<a href="#">Man Up Mentoring Inc</a>	FL	\$247,790	Executive Director And Co-founder	\$39,200	<b>\$33,918</b>	2024
<a href="#">Friends Of The Children Tacoma</a>	WA	\$487,003	Executive Director	\$129,419	<b>\$109,875</b>	2023
<a href="#">16-10 Now &amp; Then Inc</a>	TN	\$519,644	Executive Director	\$75,641	<b>\$75,396</b>	2023
<a href="#">Mentoring Partnership Of New York Inc</a>	NY	\$522,567	Ceo	\$141,152	<b>\$117,480</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 23 organizations. Compensation range \$9,988–\$144,652; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$360,676); for reference, expenses \$352,626 and assets \$287,638.

**ROLE MATCH** Costeena Weathersby, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>26<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Costeena Weathersby) 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 23 similarly situated organizations (Same NTEE sector (O30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,972 is reasonable (approximately the 26<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.