

Pro Deo Youth Center

Executive Director / CEO

EIN 271834872
 MO · NTEE O50
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Craig, Executive Director / CEO** (\$66,873) against **every comparable organization** that fit the selection criteria — **501** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

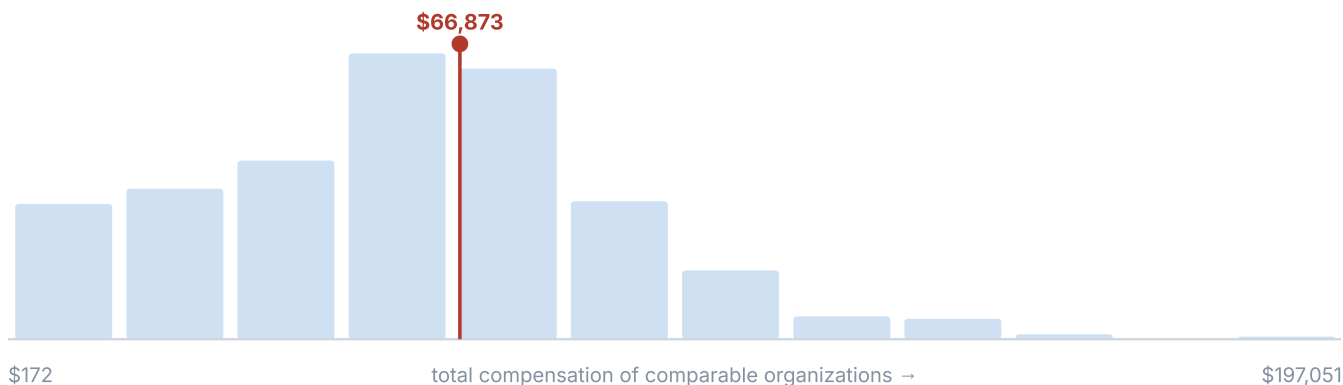
Benchmarked executive: Jennifer Craig — reported title “DIRECTOR/PRESIDENT/CEO SOLE MEMBER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$258,104 and \$577,845 — 0.67x to 1.50x the subject's \$385,230 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

501 organizations qualified on sector, size, and geography → **501** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,204	\$36,681	\$60,379	\$78,683	\$96,942	\$66,873
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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 MO 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
Healthy Teens Inc	FL	\$384,580	Former Treasurer	\$35,000	\$31,043	2024
Dakota Street Center Inc	OH	\$384,455	Executive Director	\$63,283	\$65,152	2023
Family Resource Center Of Cass County Inc	MO	\$386,641	Executive Director	\$28,364	\$28,364	2024
Houseaboutit Community And Economic	AR	\$383,596	Executive Dir.	\$60,000	\$65,557	2023
Lyfe Three	NC	\$387,108	Vice President	\$53,459	\$53,693	2023
Compass Dance Academy Inc	GA	\$387,423	President	\$28,256	\$26,824	2024
Girls On The Run Of Dayton	OH	\$382,503	Executive Dir.	\$97,740	\$95,221	2025
Real Leadership Obedience Victory And Excellence	TX	\$388,000	Direc	\$71,875	\$72,752	2022
Reach Bridge Extended Learning Programs Inc	CA	\$388,230	President	\$93,400	\$76,147	2024
Southern Youth Sports Associat	FL	\$381,988	Key Employee	\$3,560	\$3,158	2024
Acts li Ministry For Teens	MI	\$388,694	President	\$66,077	\$66,296	2023
Youth Documentary Academy	CO	\$381,734	Executive Director	\$102,200	\$92,524	2024
Southlake Carroll Lacrosse Assoc	TX	\$381,177	Varsity Coach & Program Di	\$116,240	\$113,025	2023
Richmond Hill Soccer Club	GA	\$381,026	Executive Director	\$76,348	\$72,479	2024
The Konnection	MI	\$389,902	Executive Director	\$55,000	\$53,599	2024
Yellowstone Youth Football	MT	\$380,195	Executive Dir.	\$53,500	\$56,057	2023
Hogares Rafaela Ybarra Urb San Jose Embalse	PR	\$390,452	Executive Director	\$21,930	\$22,578	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Localogy	NM	\$379,962	Executive Di	\$8,000	\$8,124	2024
South Jersey Youth Alliance	NJ	\$379,895	Executive Director	\$65,287	\$56,661	2023
Learning Institute For Family	NJ	\$390,619	Director	\$60,100	\$52,159	2023
Kollab Youth	CA	\$379,747	Ceo	\$179,695	\$146,501	2024
Christys Safe Haven	TX	\$379,467	President	\$85,200	\$80,467	2024
Tibyan Community Center	MN	\$391,182	Chairman	\$36,000	\$34,577	2023
Girls On The Run Of Westsound	WA	\$391,554	Executive Director	\$75,100	\$63,482	2024
Fundacion Mayaguez 2010 Inc	PR	\$391,579	Director	\$27,000	\$27,798	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	501 organizations. Compensation range \$172–\$197,051; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$385,230); for reference, expenses \$292,062 and assets \$1,720,044.
ROLE MATCH	Jennifer Craig, reported title " <i>DIRECTOR/PRESIDENT/CEO SOLE MEMBER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	61 st
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Jennifer Craig) 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 10, 2026, comparing compensation against 501 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,873 is reasonable (approximately the 61st 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 10, 2026.