

Hey Neighbor

Executive Director / CEO

EIN 273365618
 CO · NTEE B60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kelly Bull, Executive Director / CEO** (\$39,875) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

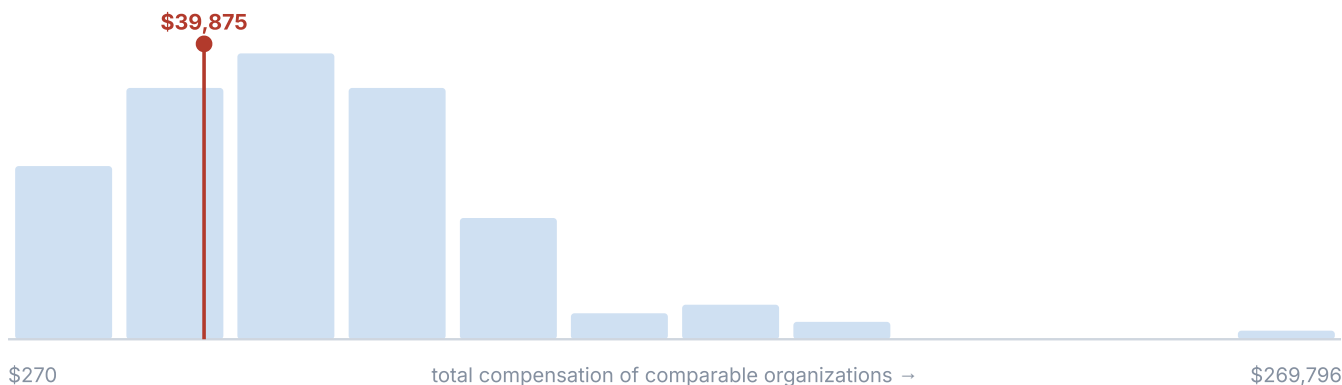
Benchmarked executive: Kelly Bull — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$165,449 and \$370,408 — 0.67x to 1.50x the subject's \$246,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

135 organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,184	\$32,608	\$57,992	\$80,603	\$98,102	\$39,875
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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 CO 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
Peak Research Institute	CO	\$247,400	Treasurer	\$30,360	\$30,360	2024
Onelife For Life Inc	MI	\$247,631	President	\$61,644	\$68,316	2023
Florida Preborn Rescue Inc	FL	\$245,779	Director	\$124,492	\$121,966	2024
Second Chance Education Inc	CA	\$245,689	Ceo	\$59,509	\$55,173	2023
Anewvista Community Services	CA	\$248,249	President	\$51,200	\$44,919	2025
Harleys Dream	CO	\$245,039	Executive Dir.	\$52,000	\$52,000	2024
Literacy Chippewa Valley	WI	\$244,707	Executive Di	\$47,017	\$49,889	2025
Iowa City Unesco City Of Literature	IA	\$244,011	Executive Director	\$108,323	\$123,693	2024
Marion County Literacy Council Inc	FL	\$249,959	Director	\$66,096	\$63,085	2025
Association For Machine Learning And Applications	CA	\$251,017	Secretary	\$60,000	\$54,032	2024
Run Hard Rest Well Inc	IN	\$253,340	Executive Dir.	\$60,000	\$67,936	2023
Midcoast Literacy	ME	\$239,926	Executive Director	\$42,498	\$44,380	2024
International Mentoring Foundation For	MA	\$256,372	President	\$20,750	\$19,446	2024
Gull Island Institute Inc	MA	\$237,443	Clerk	\$41,600	\$38,986	2024
Collaborative Law Institute Of Texas	TX	\$237,143	Exec Director	\$76,546	\$82,212	2023
First Place 4 Health	TX	\$257,264	Former Ceo	\$62,847	\$65,563	2024
Echo Collective	NE	\$257,406	Executive Director	\$38,780	\$43,499	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Coalition For Dialogue & Deliberation	PA	\$236,025	Executive Director	\$16,800	\$17,988	2023
Kenosha Literacy Council	WI	\$234,765	Executive Dir.	\$54,654	\$57,992	2025
Literacy Volunteers Of Broome-tioga	NY	\$233,980	Executive Director	\$49,448	\$45,397	2025
Life Enrichment Center Of Norfolk	VA	\$260,932	President	\$110,084	\$110,849	2024
Growing Oaks Association	OK	\$232,819	Secretarytreasurer	\$73,000	\$83,830	2024
You Can Make It Home Ownership Ctr	TN	\$261,432	Executive Director	\$65,052	\$71,311	2024
Minnesota Teachers Of English To Speakers Of Other Languages	MN	\$231,475	Executive Assistant	\$15,450	\$15,921	2024
Skyline Agility Club Inc	NY	\$229,644	Former President	\$8,750	\$8,246	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	135 organizations. Compensation range \$270–\$269,796; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$246,939); for reference, expenses \$190,195 and assets \$124,917.
ROLE MATCH	Kelly Bull, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	31 st
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	24 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 (Kelly Bull) 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 135 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,875 is reasonable (approximately the 31st 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.