

Big Brothers Big Sisters Of Greater

Executive Director / CEO

EIN 341039700
OH · NTEE O30Z
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Jessica Walters, Executive Director / CEO** (\$89,769) 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 **74th** percentile of comparable organizations within the typical range

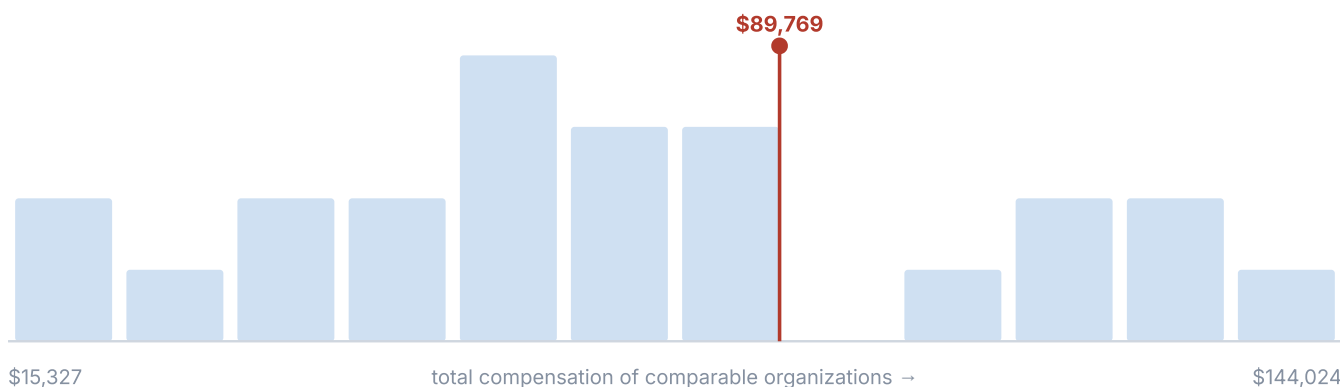
Benchmarked executive: Jessica Walters — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O30Z).
BUDGET	Total revenue between \$314,171 and \$703,368 — 0.67x to 1.50x the subject's \$468,912 (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



\$34,026	\$54,851	\$71,545	\$97,188	\$124,675	\$89,769
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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 OH 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
Arkbuilders Inc	OH	\$465,811	Ceo	\$62,400	\$60,610	2024
Mentor North	MN	\$462,053	Exec Directo	\$60,322	\$54,661	2024
Friends Of The Children Tacoma	WA	\$487,003	Executive Director	\$129,419	\$109,398	2023
Athletes For Kids	WA	\$438,031	Executive Director	\$81,020	\$68,487	2023
Grandparents Raising Grandchildren Information Center Of La	LA	\$428,589	Contractor	\$23,180	\$23,407	2024
The Hampton's Academy Inc	IN	\$418,758	Ceo	\$33,229	\$32,136	2024
16-10 Now & Then Inc	TN	\$519,644	Executive Director	\$75,641	\$75,069	2023
Mentoring Partnership Of New York Inc	NY	\$522,567	Ceo	\$141,152	\$116,970	2024
The Mentoring Partnership Of Sw Pa	PA	\$403,179	Executive Director	\$139,996	\$128,030	2024
Speakhire Inc	NY	\$398,262	Exe. Director	\$140,275	\$119,677	2023
Mentor Greater Milwaukee Inc	WI	\$547,622	Executive Director	\$131,479	\$125,924	2024
Chicago Lawndale Amachi Mentoring Program	IL	\$562,178	Executive Director	\$17,000	\$15,327	2024
Great Life Mentoring	OR	\$373,727	Executive Director	\$99,781	\$84,977	2024
Marietta Mentoring For Leadership Program	GA	\$570,626	Executive Director	\$68,218	\$61,282	2025
Big Brothers Big Sisters Of The Upstate	SC	\$362,983	Ceo	\$63,844	\$61,080	2024
Trusted Mentors Inc	IN	\$360,676	Executive Director	\$45,972	\$45,773	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Joshua And Caleb Leadership Centre	OH	\$344,929	President	\$73,658	\$71,545	2024
House Of Shiloh Family Services Inc	TX	\$342,758	Director	\$60,000	\$55,041	2024
You Can Mentor Inc	TX	\$331,294	Executive Dir.	\$157,000	\$144,024	2024
San Miguel Mentoring Program	CO	\$329,675	Executive Di	\$93,170	\$81,929	2024
Volunteers For Youth Inc	NC	\$321,949	Executive Dir.	\$43,885	\$41,584	2024
Pass It On - Outdoor Mentors Inc	KS	\$658,382	Ceo/secretary & Treasurer	\$85,080	\$84,292	2024
Girl Vow Inc	NY	\$695,920	Executive Director	\$92,420	\$78,849	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 23 organizations. Compensation range \$15,327–\$144,024; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$468,912); for reference, expenses \$494,945 and assets \$917,226.

ROLE MATCH Jessica Walters, reported title "*PRESIDENT & CEO*", 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	74th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	74 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 (Jessica Walters) 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 \$89,769 is reasonable (approximately the 74th 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.