

Mid-il Big Brothers Big Sisters

Executive Director / CEO

EIN 370987151

IL · NTEE O31Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stacey Rios, Executive Director / CEO** (\$40,860) against **every comparable organization** that fit the selection criteria — **580** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

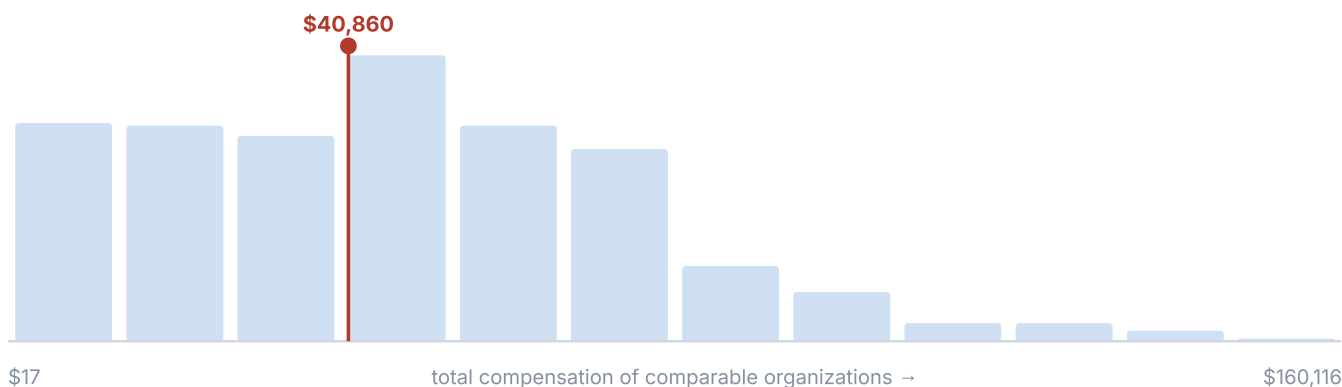
Benchmarked executive: Stacey Rios — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

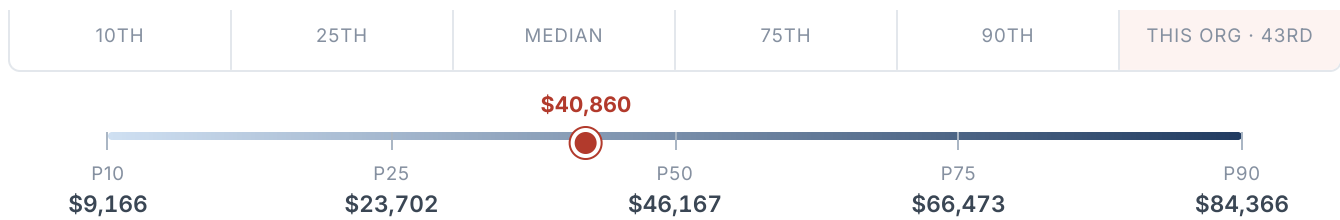
SECTOR	Organizations sharing the subject's NTEE classification (O31Z).
BUDGET	Total revenue between \$133,744 and \$299,427 — 0.67x to 1.50x the subject's \$199,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

580 organizations qualified on sector, size, and geography → **580** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,166	\$23,702	\$46,167	\$66,473	\$84,366	\$40,860
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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 IL 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
Team Long Run	ME	\$199,912	Executive Dir.	\$56,500	\$55,896	2024
Child Wellness Institute Inc	NJ	\$199,940	Executive Director	\$24,603	\$21,703	2024
Photo Start	NY	\$199,295	Founding Director	\$46,500	\$42,740	2023
Hana Youth Center	HI	\$199,970	Exec Dir	\$52,154	\$47,496	2023
Holly Area Community Coalition	MI	\$200,022	Director	\$54,923	\$56,009	2024
Penn Hawaii Youth Foundation	HI	\$200,041	President	\$20	\$17	2024
The Connection Fund Realty Inc	CT	\$199,188	Ceo	\$25,203	\$24,036	2023
Youth Excited About Sports	MO	\$199,154	Executive Di	\$70,167	\$73,425	2024
Ancestral Knowledge Inc	MD	\$200,296	Executor Director	\$69,500	\$64,196	2024
Elevate Your G A M E	CA	\$200,362	Exec Director/secretary	\$67,127	\$57,268	2024
Game Devs Of Color Inc	NY	\$198,781	Executive Director	\$21,250	\$19,532	2023
Child Evangelism Fellowship Inc Of Schuylkill County	PA	\$200,490	Director	\$42,310	\$42,918	2023
Free All Minds	NJ	\$200,611	President	\$40,246	\$35,501	2024
Oak Ridge Outdoor Foundation	IL	\$198,584	Manager	\$19,500	\$19,500	2023
Kinston Teens Inc	NC	\$200,814	Chief Executive Officer	\$55,000	\$57,806	2023
The Shepherds Door	GA	\$201,446	Pastor	\$61,275	\$60,871	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Of Sedgwick County	KS	\$201,716	Executive Director	\$64,420	\$68,760	2024
First Priority Greater Nashville	TN	\$201,874	Executive Director	\$51,966	\$55,561	2023
Legacy Sports Training	TX	\$202,305	Executive Director	\$131,402	\$129,864	2024
E-town Area Youth Alliance	PA	\$202,331	Executive Di	\$74,880	\$71,874	2025
Arkansas Advanced Energy	AR	\$202,462	Executive Di	\$90,606	\$100,623	2024
Mewe International Inc	GA	\$196,714	President & Ceo	\$128,390	\$127,544	2024
My Architecture Workshops Inc	CT	\$202,787	President	\$10,000	\$9,263	2024
Black Surf Santa Cruz Inc	CA	\$202,836	President	\$85,067	\$74,717	2023
The Lovelife Foundation	CA	\$202,869	Director/chairman	\$21,276	\$18,687	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	580 organizations. Compensation range \$17–\$160,116; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$199,618); for reference, expenses \$190,032 and assets \$50,095.
ROLE MATCH	Stacey Rios, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	43 rd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 st

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 (Stacey Rios) 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 580 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,860 is reasonable (approximately the 43rd 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.