

# Center For Social Entrepreneurship

Executive Director / CEO

EIN 412228571

MS · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Hilliard, Executive Director / CEO** (\$92,253) against **every comparable organization** that fit the selection criteria — **488** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

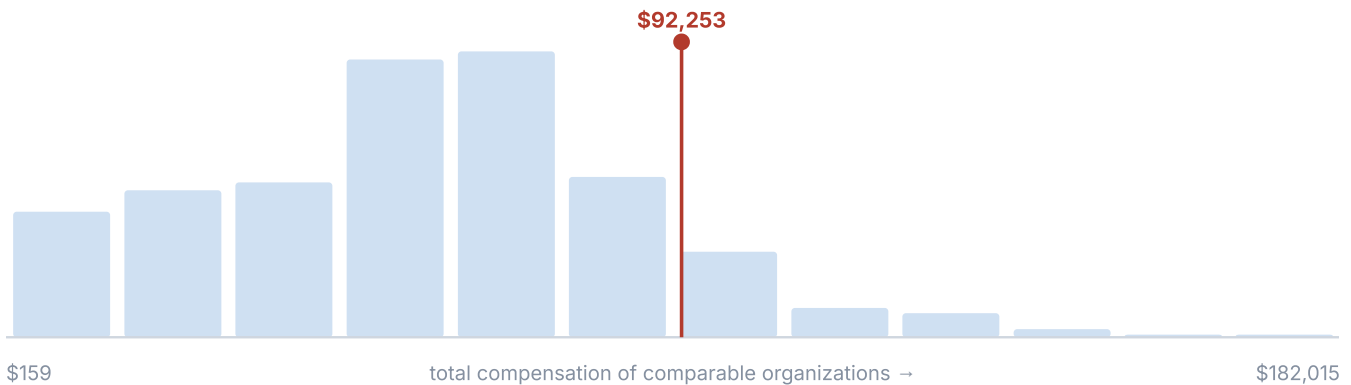
**Benchmarked executive:** Kimberly Hilliard — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$291,207 and \$651,957 — 0.67x to 1.50x the subject's \$434,638 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**488** organizations qualified on sector, size, and geography → **488** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,370	\$35,613	\$57,918	\$75,284	\$93,983	\$92,253
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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 MS 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="#">Elevate Navajo</a>	AZ	\$434,444	Executive Director	\$55,137	<b>\$46,245</b>	2024
<a href="#">Transitional Youth Mobilizing For Change</a>	CA	\$434,169	Interim Chair	\$12,000	<b>\$9,304</b>	2023
<a href="#">Shadow Student Athlete Development Services Inc</a>	PA	\$435,674	Executive Director	\$41,009	<b>\$35,665</b>	2024
<a href="#">Teens In Public Service</a>	WA	\$437,109	Interim Exec. Dir.	\$63,462	<b>\$49,551</b>	2024
<a href="#">Centennial Youth Baseball-softball</a>	CO	\$437,174	League Manager	\$71,000	<b>\$61,127</b>	2023
<a href="#">Teton Experience Inc</a>	ID	\$432,072	President	\$39,000	<b>\$36,182</b>	2024
<a href="#">Heritage Ranch</a>	LA	\$431,652	Coo	\$76,000	<b>\$75,139</b>	2023
<a href="#">Bigfork Aces</a>	MT	\$431,392	Executive Di	\$68,160	<b>\$62,424</b>	2025
<a href="#">Camp Anderson Foundation Inc</a>	MA	\$438,845	Executive Director	\$73,064	<b>\$57,260</b>	2024
<a href="#">Lead Girls Of Nc Inc</a>	NC	\$430,337	Executive Director	\$80,071	<b>\$74,285</b>	2023
<a href="#">Literacy And Beyond Inc</a>	MI	\$438,940	Director	\$79,900	<b>\$71,923</b>	2024
<a href="#">Teen Advisors Inc</a>	GA	\$429,723	Executive Director	\$66,000	<b>\$57,874</b>	2024
<a href="#">Caring For Kids Network Inc</a>	MO	\$440,069	Executive Director	\$73,631	<b>\$66,260</b>	2025
<a href="#">Love Your Magic Inc</a>	MA	\$428,781	Executive Di	\$152,298	<b>\$119,355</b>	2024
<a href="#">Larchmontmamaroneck Youth Lacrosse</a>	NY	\$440,852	Director	\$8,500	<b>\$6,698</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">South Shore Childrens Chorus Corp</a>	MA	\$428,308	Executive Director	\$76,154	<b>\$58,142</b>	2025
<a href="#">Common Ground Montgomery</a>	AL	\$441,238	Executive Director	\$71,450	<b>\$67,318</b>	2024
<a href="#">Develop More Foundation Inc</a>	MD	\$427,790	Executive Director	\$88,000	<b>\$71,750</b>	2024
<a href="#">Girls On The Run Of Buffalo Inc</a>	NY	\$441,543	Board Member	\$83,760	<b>\$64,307</b>	2025
<a href="#">DeKalb Aquatics Swim Inc</a>	GA	\$427,684	President	\$131,263	<b>\$115,103</b>	2024
<a href="#">Northern Illinois Hockey League Inc</a>	IL	\$441,702	Secretary	\$7,800	<b>\$6,515</b>	2025
<a href="#">Ketchmore Kids Inc</a>	VA	\$426,408	Executive Director	\$91,808	<b>\$77,308</b>	2024
<a href="#">Endless Outdoors Inc</a>	KS	\$424,916	President, Secretary, Treasurer	\$71,346	<b>\$67,220</b>	2024
<a href="#">Storied Inc</a>	NV	\$423,501	Executive Dir.	\$25,000	<b>\$21,855</b>	2024
<a href="#">5110 Youth Ranch</a>	CO	\$423,405	Ranch Director	\$30,000	<b>\$25,087</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **488** organizations. Compensation range \$159–\$182,015; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$434,638); for reference, expenses \$396,929 and assets \$704,715.

<b>ROLE MATCH</b>	Kimberly Hilliard, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	8 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	<b>89<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>78<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>85<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>88<sup>th</sup></b>

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 (Kimberly Hilliard) 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 488 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,253 is reasonable (approximately the 89<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.