

Better Eugene-springfield Transportation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rob Zako, Executive Director / CEO** (\$53,460) against **every comparable organization** that fit the selection criteria — **308** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

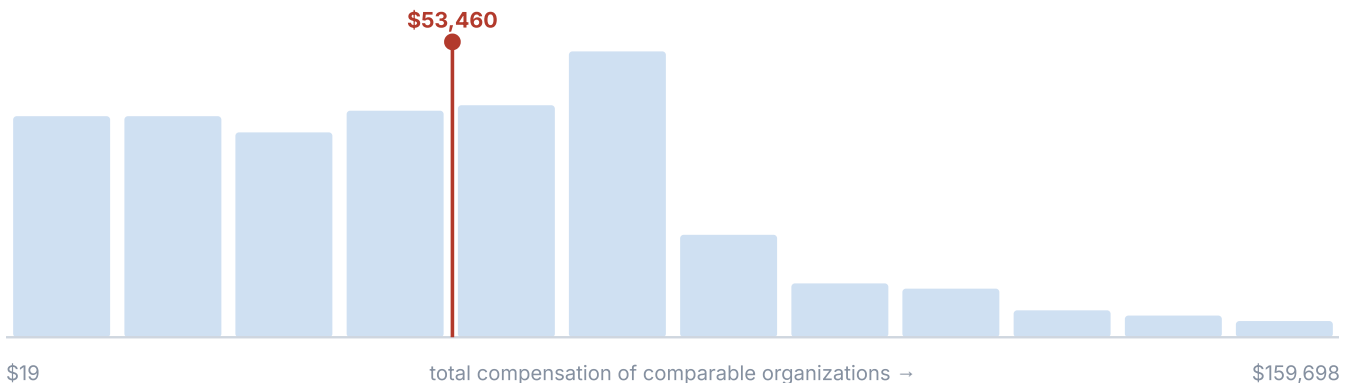
Benchmarked executive: Rob Zako — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$123,349 and \$276,156 — 0.67x to 1.50x the subject's \$184,104 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

308 organizations qualified on sector, size, and geography → **308** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,806	\$25,319	\$51,579	\$72,797	\$92,024	\$53,460
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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 OR 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
The Dock Ministries	MI	\$184,163	Director	\$54,459	\$60,529	2024
Funducation Inc	FL	\$184,475	Founder/ceo/executive Director	\$93,449	\$94,532	2024
Springfield City Youth Mission	OH	\$184,498	Former Direc	\$36,963	\$42,157	2024
Common Bond Basketball Club	MI	\$184,574	President	\$46,000	\$52,638	2023
The Reed Community Foundation	OK	\$183,596	Executive Di	\$55,934	\$66,323	2024
Black Brothers-black Sisters Involvement	OH	\$183,388	Ceo	\$25,000	\$28,513	2024
Latinx In Gaming Nfp	CA	\$182,491	President	\$10,459	\$10,013	2023
Joi Community Outreach	TX	\$187,441	Executive Director	\$1,000	\$1,077	2024
Lowell Youth Leadership Program Inc	MA	\$180,593	Vice President	\$6,369	\$6,163	2024
Pickaway Helps DbA Pickaway Works	OH	\$180,333	Co-program Director	\$70,000	\$79,837	2024
The Mustard Seed Ministry	NC	\$180,068	Treasurer/se	\$5,400	\$6,008	2024
Purpose Of God Annex Outreach Center	NC	\$179,739	Cao	\$31,525	\$35,076	2024
Sports Konnect Inc	FL	\$179,372	Ceo	\$37,000	\$36,464	2025
Goulds Youth Ministries	AR	\$179,354	Executive Director	\$30,890	\$37,389	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hammond Knights Inc	LA	\$189,070	President	\$9,000	\$10,987	2023
Hangar Youth And Community Center	MI	\$178,593	Executive Director	\$24,615	\$27,359	2024
Boone County Mentoring Partnership Inc	IN	\$178,449	Executive Dir.	\$58,000	\$65,863	2024
Girls On The Run Of Berks County	PA	\$177,869	Executive Director	\$66,388	\$71,290	2024
Mission Youth Soccer League	CA	\$190,340	League Director	\$73,983	\$70,824	2023
Passport Atlanta Inc	GA	\$191,635	Vp Of Operat	\$65,323	\$72,816	2023
Pine City Youth Hockey Association	MN	\$191,718	Director	\$3,350	\$3,564	2024
Asun Star Community Outreach Program	NJ	\$176,247	President	\$35,000	\$33,650	2024
Building All Children Inc	OK	\$192,566	Executive Di	\$51,250	\$60,769	2024
Houston Contemporary Dance Company	TX	\$193,231	Executive Di	\$30,000	\$31,482	2025
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$74,387	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **308** organizations. Compensation range \$19–\$159,698; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$184,104); for reference, expenses \$177,165 and assets \$1,623,769.
ROLE MATCH	Rob Zako, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	53 rd
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	59 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 (Rob Zako) 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 308 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,460 is reasonable (approximately the 53rd 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.