

Bi-county Service Inc

Executive Director / CEO

EIN 431345848
 MO · NTEE O32Z
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Martin Tichenor, Executive Director / CEO** (\$55,824) against **every comparable organization** that fit the selection criteria — **945** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

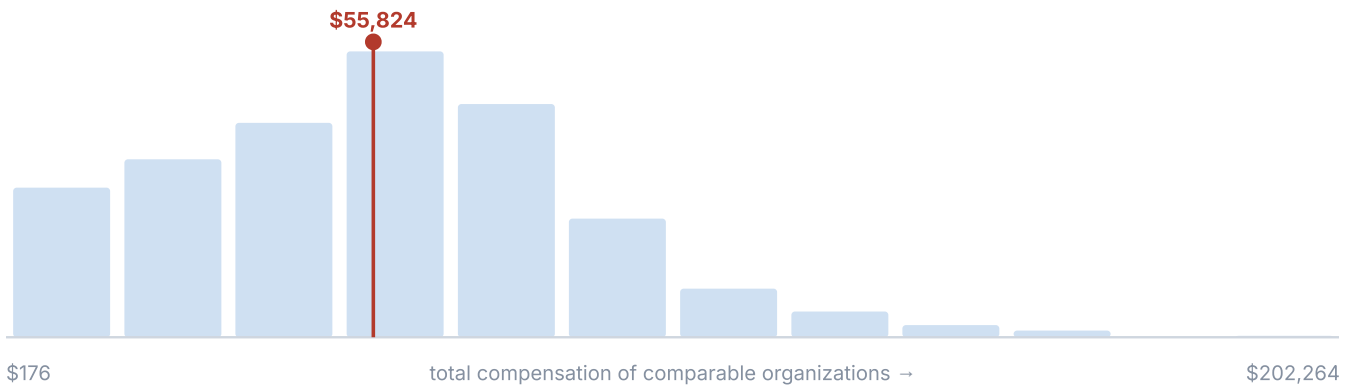
Benchmarked executive: Martin Tichenor — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O32Z).
BUDGET	Total revenue between \$238,325 and \$533,563 — 0.67x to 1.50x the subject's \$355,709 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

945 organizations qualified on sector, size, and geography → **945** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,521	\$32,751	\$56,979	\$76,260	\$94,460	\$55,824
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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 MO 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
Lantern Network	TN	\$354,937	Executive Director	\$78,000	\$79,458	2024
Launch Ministries Inc	ID	\$356,706	Executive Di	\$76,230	\$78,589	2024
Big Brothers Big Sisters Of Central	NE	\$354,396	Executive Di	\$61,051	\$63,636	2024
Cactus League Baseball Association Inc	AZ	\$353,986	Executive Director - Nonvoting	\$133,350	\$127,958	2023
Fathers And Families Coalition	UT	\$357,457	Executive Director	\$35,699	\$34,497	2025
Mission Be Inc	NY	\$357,538	Ceo	\$124,920	\$109,396	2024
Harvest Youth Ministries	OH	\$353,782	President And Director	\$45,000	\$46,191	2024
Power Of Perception Inc	WI	\$357,651	Executive Director	\$106,338	\$110,807	2023
Truly Reviving Our Youth	CA	\$353,693	Director & President (Cvo)	\$95,212	\$82,031	2023
Delaware Youth Soccer Association	DE	\$357,744	Executive Di	\$8,629	\$8,188	2024
Savannah Youth Development Foundation	GA	\$357,762	Executive Dir.	\$62,099	\$62,300	2023
12th Rock Ministries Inc	NY	\$353,432	President	\$54,640	\$49,263	2023
Friends Of The Children -	OR	\$358,161	Executive Director	\$21,321	\$19,189	2024
Journeyman Institute	WA	\$353,181	Executive Director	\$78,571	\$70,187	2023
Prevention And Treatment Center	NC	\$358,386	Executive Di	\$50,038	\$50,107	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Prevention Education Programs Inc	AR	\$358,394	Executive Director	\$63,090	\$70,757	2023
Yipoa Center Inc	MO	\$352,828	Secretary	\$2,330	\$2,462	2023
American Debate League Inc	NY	\$358,602	Executive Director	\$95,055	\$83,243	2024
Beyond The Game	OH	\$358,714	President	\$25,000	\$26,419	2023
Tiqvah Hands Of Hope	OH	\$358,952	Executive Director	\$54,995	\$58,117	2023
Made For More Foundation Inc	FL	\$359,152	President	\$76,231	\$69,403	2024
Run Minnesota	MN	\$352,201	Executive Director	\$56,135	\$53,755	2024
Michigan Ffa Foundation	MI	\$352,133	Executive Director	\$21,154	\$21,161	2024
Gaithersburg Beloved Community Init	MD	\$359,397	Executive Director	\$100,000	\$88,269	2025
Prairie Loft Center	NE	\$352,001	Executive Di	\$76,800	\$80,053	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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	945 organizations. Compensation range \$176–\$202,264; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$355,709); for reference, expenses \$370,247 and assets \$14,371.
ROLE MATCH	Martin Tichenor, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	49 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	46 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 (Martin Tichenor) 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 945 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,824 is reasonable (approximately the 49th 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.