

# Boo2bullying Inc

Executive Director / CEO

EIN 455473347

CA · NTEE I21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dimitri Halkidis, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

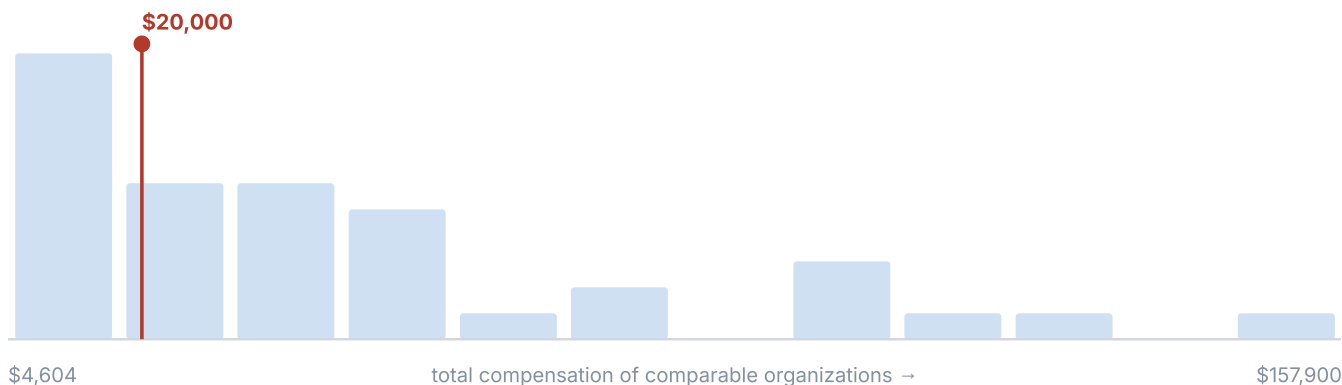
**SECTOR** Organizations sharing the subject's NTEE classification (I21).

**BUDGET** Total revenue between \$42,806 and \$95,836 — 0.67x to 1.50x the subject's \$63,891 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,756	\$13,486	\$32,190	\$55,129	\$101,078	\$20,000
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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 CA 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="#">Walter &amp; Connie Payton</a>	IL	\$65,377	Secretary	\$4,044	<b>\$4,604</b>	2024
<a href="#">Crime Stoppers Of Wayne County Inc</a>	NC	\$61,557	Executive Director	\$15,000	<b>\$18,479</b>	2023
<a href="#">La Asociacion Benefica Cultural</a>	NY	\$66,851	Executive Di	\$11,270	<b>\$11,794</b>	2024
<a href="#">Nashville Community Bail Fund</a>	TN	\$57,464	Executive Dir.	\$98,253	<b>\$119,603</b>	2024
<a href="#">Bay Area Freedom Collective</a>	CA	\$71,132	Board Member	\$10,517	<b>\$10,517</b>	2024
<a href="#">Kentucky Conference For Community &amp;</a>	KY	\$71,802	Exec Director	\$59,000	<b>\$75,576</b>	2023
<a href="#">Center For Reuniting Families</a>	CA	\$55,342	President	\$33,100	<b>\$33,100</b>	2024
<a href="#">Bluecoats Of Medina County Inc</a>	OH	\$55,231	Co-exec Dire	\$7,500	<b>\$9,199</b>	2024
<a href="#">Inside Out Inc</a>	OH	\$55,201	Treasurer	\$41,600	<b>\$49,711</b>	2025
<a href="#">Crime Stoppers Of Savannah-chatham</a>	GA	\$72,831	Executive Di	\$25,745	<b>\$29,978</b>	2024
<a href="#">Kinad Inc</a>	FL	\$73,362	Director	\$6,000	<b>\$6,720</b>	2023
<a href="#">Society-first Corporation</a>	FL	\$73,471	Vp	\$12,040	<b>\$13,486</b>	2023
<a href="#">Chestnut Resolutions Inc Nfp</a>	IL	\$74,807	Chair Of Board	\$138,688	<b>\$157,900</b>	2024
<a href="#">Stop Dui Inc</a>	NV	\$52,163	Executive Director	\$28,971	<b>\$33,630</b>	2024
<a href="#">Truth Be Told</a>	TX	\$52,063	Executive Director	\$7,292	<b>\$8,447</b>	2024
<a href="#">Law Of The Wild</a>	WA	\$75,860	Ed/board Member	\$44,221	<b>\$47,204</b>	2023
<a href="#">Accountability Brothers</a>	CA	\$76,000	President &	\$5,788	<b>\$5,959</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Families Of Twa Flight 800 Association Inc</a>	NY	\$51,715	Secretary & Ceo	\$98,184	<b>\$102,746</b>	2024
<a href="#">East Tennessee Probation Inc</a>	TN	\$78,155	Ceo/probation Officer	\$25,040	<b>\$31,382</b>	2023
<a href="#">Exchange Club Center For The Prevention</a>	CT	\$78,459	President	\$89,424	<b>\$99,966</b>	2023
<a href="#">On The Wings Of Angels</a>	MI	\$80,466	Ceo & Executive Director	\$4,000	<b>\$4,781</b>	2024
<a href="#">Greater Life Of Fayetteville Inc</a>	NC	\$81,110	Executive Director	\$17,280	<b>\$20,677</b>	2024
<a href="#">Gasp Guardians Advocating Child</a>	OH	\$46,386	Executive Di	\$25,491	<b>\$32,190</b>	2023
<a href="#">North Carolina State Bar Foundation</a>	NC	\$45,805	Executive Di	\$33,129	<b>\$40,814</b>	2023
<a href="#">Government Justice Center Inc</a>	NY	\$82,174	Legal Director & Treasurer	\$94,327	<b>\$98,710</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 37 organizations. Compensation range \$4,604–\$157,900; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$63,891); for reference, expenses \$79,452 and assets \$5,054.

**ROLE MATCH** Dimitri Halkidis, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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 (Dimitri Halkidis) 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 37 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 32<sup>nd</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.