

Books Over Balls

Executive Director / CEO

EIN 465725354

IL · NTEE I21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vincent Addison, Executive Director / CEO** (\$59,020) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

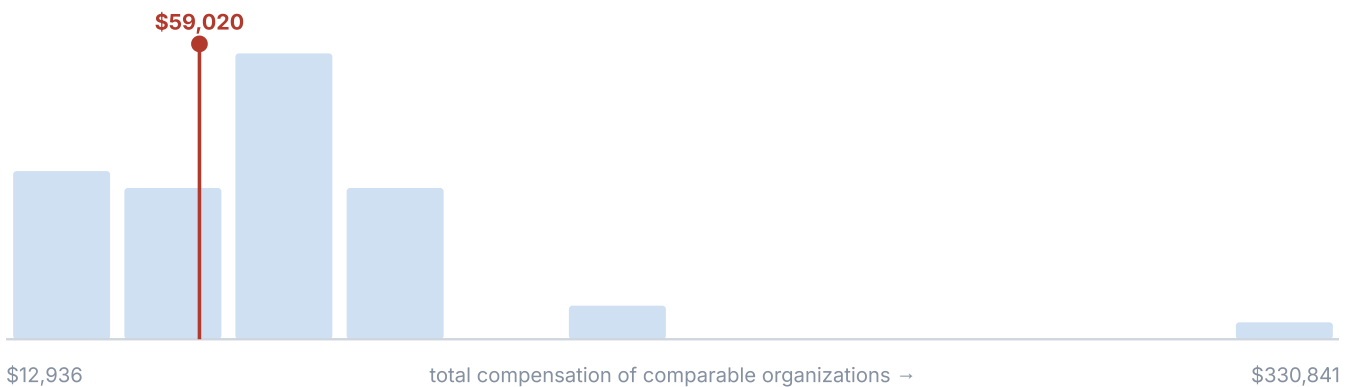
Benchmarked executive: Vincent Addison — reported title “Chief Executive Office”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I21).
BUDGET	Total revenue between \$271,389 and \$607,588 — 0.67x to 1.50x the subject's \$405,059 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,694	\$50,944	\$75,200	\$92,291	\$101,904	\$59,020
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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
Unmask Youth Program	PA	\$402,893	Founder/board Member	\$100,000	\$101,436	2023
Restorative Justice Partners Inc	CA	\$399,233	Executive Director	\$85,365	\$70,951	2025
Peacemaker Resources	MN	\$395,842	Executive Di	\$45,446	\$45,677	2023
Asservo Project Inc	PA	\$393,666	Chairman Exec Dir	\$120,000	\$118,231	2024
Atwood Elder Housing Inc	MA	\$416,558	President/treasurer	\$14,570	\$12,936	2024
Collective Climb	PA	\$388,511	Executive Director	\$69,713	\$68,685	2024
The Bridge Ministry Center	MI	\$424,808	Executive Di	\$87,829	\$92,211	2023
Urbanpromise Honduras Inc	TN	\$424,978	Executive Director	\$76,563	\$81,860	2023
Wilmington Youth Rowing Association	DE	\$383,901	Executive Director	\$34,842	\$33,706	2024
Police And Kids Foundation Inc	FL	\$427,255	President	\$90,000	\$86,000	2023
Childrens Rescue Center Inc	OH	\$381,142	Co-president	\$37,604	\$40,512	2023
Saveone	TN	\$379,989	President	\$92,431	\$95,991	2024
Reimagine Justice Illinois	IL	\$378,213	Co-executive Director	\$95,264	\$92,531	2024
Three Sisters Gardens	NV	\$442,200	Ceo	\$104,000	\$102,995	2024
Heroes Academy Inc	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	\$73,330	2023
Mustard Seed Project	NC	\$448,990	President	\$32,000	\$32,667	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Court Appointed Special Advocates	CA	\$449,269	Executive Director	\$76,387	\$67,093	2023
The Free Root Operation Inc	IL	\$347,806	President	\$60,865	\$59,119	2024
Calvary Community Outreach Network	MO	\$472,490	Executive Director/ceo	\$26,601	\$27,836	2024
Brother Carl Hardrick Institute For	CT	\$473,644	President	\$103,968	\$96,311	2024
The Brothers Redefining Opportunity Experience Fdn Inc	NY	\$335,308	Director	\$39,226	\$36,054	2023
E3 Education Excellence & Equity	CA	\$329,664	Board Member	\$60,000	\$52,700	2023
Good Kids Mad City - Englewood	IL	\$327,251	Foundation Mgr.	\$66,667	\$64,754	2024
East Baton Rouge Truancy	LA	\$483,761	Executive Di	\$89,800	\$97,695	2024
Public Safety Foundation	MN	\$323,739	Executive Director/director	\$31,500	\$30,751	2024

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 48 organizations. Compensation range \$12,936–\$330,841; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$405,059); for reference, expenses \$527,496 and assets \$0.

ROLE MATCH	Vincent Addison, reported title " <i>Chief Executive Office</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	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	33 rd
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	29 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 (Vincent Addison) 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 48 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,020 is reasonable (approximately the 33rd 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.