

# Building Blocks For Kids

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Dattilo, Executive Director / CEO** (\$46,302) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Anthony Dattilo — 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 (O50).

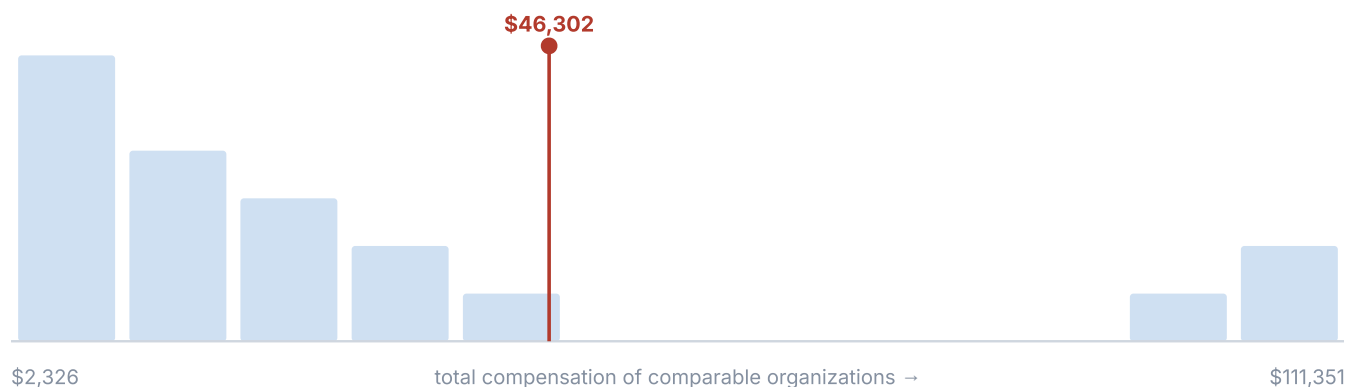
**BUDGET** Total revenue between \$24,912 and \$55,774 — 0.67x to 1.50x the subject's \$37,183 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,056	\$7,048	\$17,443	\$34,446	\$103,380	\$46,302
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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="#">New Destiny Community Development Corporation</a>	NJ	\$38,070	President	\$15,329	<b>\$15,850</b>	2023
<a href="#">Active Kids &amp; Minds Inc</a>	MA	\$38,587	Treasurer &	\$110,160	<b>\$111,351</b>	2024
<a href="#">Seed</a>	IL	\$35,169	Executive Director	\$12,725	<b>\$14,072</b>	2024
<a href="#">Kids With Character Inc</a>	FL	\$35,149	Exec. Dir.	\$26,400	<b>\$28,721</b>	2023
<a href="#">Institute For Research And Evaluation</a>	UT	\$33,859	Director	\$6,000	<b>\$6,908</b>	2024
<a href="#">Washington Area New Automobile Dealers</a>	DC	\$28,335	President	\$103,243	<b>\$101,910</b>	2024
<a href="#">Readers Are Leaders</a>	VA	\$46,193	President	\$5,000	<b>\$5,591</b>	2023
<a href="#">Reclaiming Americas Communities Through Empowermen</a>	CA	\$46,500	Chief Executive Officer	\$37,211	<b>\$37,211</b>	2023
<a href="#">Fresh</a>	MD	\$47,190	Executive Director	\$25,000	<b>\$27,067</b>	2023
<a href="#">A Place Of Refuge</a>	MI	\$47,815	Director	\$12,000	<b>\$13,933</b>	2024
<a href="#">A Leadership Journey</a>	RI	\$47,994	Program Manager	\$6,841	<b>\$7,188</b>	2025
<a href="#">Anahuak Youth Sports Association</a>	CA	\$48,323	President	\$6,040	<b>\$5,867</b>	2024
<a href="#">Bethlehem Youth Court Inc</a>	NY	\$49,186	Director	\$39,360	<b>\$41,189</b>	2023
<a href="#">Embrace Her Legacy Foundation</a>	NY	\$49,484	Ceo And Chair Of The Board Of Directors	\$30,274	<b>\$31,681</b>	2023
<a href="#">Community Works Youth Development</a>	CA	\$50,000	President & Ceo	\$3,000	<b>\$2,914</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Leborne Development</a>	AR	\$51,962	President	\$13,400	<b>\$17,443</b>	2023
<a href="#">Kirk Horn Music Fund</a>	OH	\$53,459	Music Director	\$17,750	<b>\$21,772</b>	2023
<a href="#">Coal City Colts Inc</a>	WV	\$53,919	President	\$1,855	<b>\$2,326</b>	2023
<a href="#">United Services Youth Inc</a>	NC	\$54,655	Program Facilitator	\$91,310	<b>\$109,261</b>	2023

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

## Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$2,326–\$111,351; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$37,183); for reference, expenses \$63,372 and assets \$62,041. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Anthony Dattilo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	<b>84<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Anthony Dattilo) 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 19 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,302 is reasonable (approximately the 84<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.