

# Big Brothers Big Sisters Of Washington County Maryland Inc

Executive Director / CEO

EIN 526017446  
 MD · NTEE O310  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Thomas Kline, Executive Director / CEO** (\$84,080) against **every comparable organization** that fit the selection criteria — **712** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

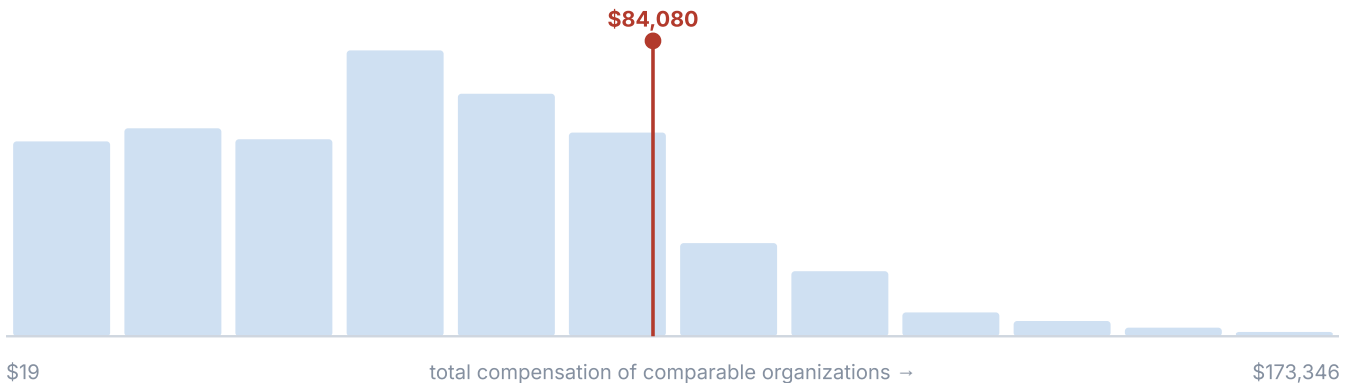
**Benchmarked executive:** Thomas Kline — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O310).
BUDGET	Total revenue between \$153,173 and \$342,925 — 0.67x to 1.50x the subject's \$228,617 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**712** organizations qualified on sector, size, and geography → **712** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,600</b> 10TH	<b>\$27,849</b> 25TH	<b>\$52,864</b> MEDIAN	<b>\$73,450</b> 75TH	<b>\$95,101</b> 90TH	<b>\$84,080</b> THIS ORG · 85TH
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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 MD 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="#">Brookline After School Program Inc</a>	NH	\$228,458	President	\$89,334	<b>\$90,838</b>	2023
<a href="#">Mountain Fountain Creations</a>	CO	\$228,864	President	\$43,965	<b>\$45,092</b>	2024
<a href="#">Boys &amp; Girls Clubs Of Georgia Inc</a>	GA	\$229,269	Director	\$49,142	<b>\$52,852</b>	2024
<a href="#">Impactdmv Inc</a>	MD	\$227,856	Executive Director	\$24,960	<b>\$24,960</b>	2024
<a href="#">Streets 517 Ministries</a>	MI	\$229,470	Executive Di	\$46,542	<b>\$52,902</b>	2023
<a href="#">D2I Revolution Inc</a>	AZ	\$227,753	Executive Director, Ceo	\$154,207	<b>\$158,630</b>	2024
<a href="#">Tribe- Seminole Heights Inc</a>	FL	\$229,675	Director	\$42,000	<b>\$45,230</b>	2022
<a href="#">Casino Road Ministries</a>	WA	\$227,550	Executive Director	\$66,036	<b>\$65,107</b>	2023
<a href="#">Adelante Hispanic Achievers Inc</a>	KY	\$229,721	Executive Director	\$37,524	<b>\$43,122</b>	2024
<a href="#">Youth Empowered To Prosper Inc</a>	FL	\$227,499	Executive Dir.	\$86,772	<b>\$87,191</b>	2024
<a href="#">The Zone Afterschool Program</a>	NE	\$229,855	Executive Dir.	\$65,416	<b>\$73,318</b>	2025
<a href="#">Buffalo Cove Outdoor Education Center Inc</a>	NC	\$229,976	Executive Director	\$63,462	<b>\$70,139</b>	2024
<a href="#">Aspire Movement Inc</a>	AL	\$229,983	Executive Di	\$91,250	<b>\$105,444</b>	2024
<a href="#">Miracle League Of Connecticut Inc</a>	CT	\$227,040	Executive Director	\$73,275	<b>\$73,487</b>	2024
<a href="#">Haven On The Rock</a>	WY	\$230,495	Executive Director	\$30,000	<b>\$34,361</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sing Me A Story Foundation</a>	MN	\$230,556	Executive Director	\$70,000	<b>\$73,984</b>	2024
<a href="#">Seal Team Ministries Inc</a>	GA	\$230,727	Executive Director	\$122,293	<b>\$131,525</b>	2024
<a href="#">Chester Upland Youth Soccer</a>	PA	\$230,783	Executive Director	\$48,125	<b>\$51,333</b>	2024
<a href="#">Wonder Woods Nfp</a>	IL	\$226,438	Executive Director	\$52,678	<b>\$57,031</b>	2023
<a href="#">Child And Family Resource Foundation</a>	SC	\$230,904	Ceo	\$35,170	<b>\$39,245</b>	2024
<a href="#">Acadia 4-h Foundation Inc</a>	LA	\$226,136	Ad Hoc Member	\$2,400	<b>\$2,754</b>	2025
<a href="#">Mahogany Youth Corporation</a>	FL	\$226,016	Director	\$32,434	<b>\$34,929</b>	2022
<a href="#">Blooming Prairie Youth Club</a>	MN	\$231,256	Club Coordinator	\$37,100	<b>\$39,211</b>	2024
<a href="#">East Michigan Youth For Christ</a>	MI	\$225,951	Executive Dir	\$73,500	<b>\$81,146</b>	2024
<a href="#">Andy Zanca Youth Empowerment Program</a>	CO	\$225,892	Executive Dir.	\$52,052	<b>\$53,387</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	<b>712</b> organizations. Compensation range \$19–\$173,346; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$228,617); for reference, expenses \$265,127 and assets \$507,842.
ROLE MATCH	Thomas Kline, reported title " <i>CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Thomas Kline) 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 712 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,080 is reasonable (approximately the 85<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.