

Bessie Boley Foundation

Executive Director / CEO

EIN 596165239
 FL · NTEE F110
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kevin Marrone, Executive Director / CEO** (\$7,322) against **every comparable organization** that fit the selection criteria — **404** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

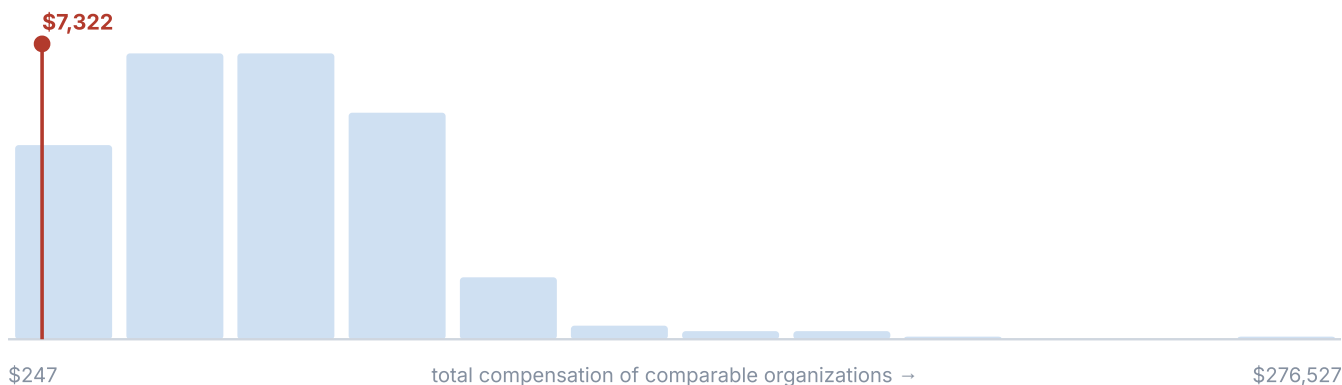
Benchmarked executive: Kevin Marrone — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F110).
BUDGET	Total revenue between \$119,654 and \$267,883 — 0.67x to 1.50x the subject's \$178,589 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

404 organizations qualified on sector, size, and geography → **404** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,107	\$29,577	\$50,794	\$72,205	\$89,785	\$7,322
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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 FL 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
Share House Foundation	ND	\$178,486	Foundation Director	\$36,306	\$42,412	2024
We Ride 4	CO	\$178,200	Executive Dir.	\$72,000	\$75,662	2023
T Whitehead Recovery Center	OH	\$179,273	Director	\$21,000	\$23,676	2024
On Our Own Of Anne Arundel County	MD	\$179,302	Executive Di	\$56,780	\$58,176	2023
Serenity Life Resource Center Inc	MO	\$179,638	Executive Director	\$70,920	\$79,959	2024
Concho Valley Turning Point	TX	\$177,344	Executive Director	\$45,000	\$49,332	2023
Hillsborough County Anti-drug Alliance Inc	FL	\$177,178	Ceo	\$66,734	\$66,734	2024
North Baycare Home	CA	\$180,000	Wang	\$31,254	\$28,728	2024
Runnin Free Ranch	TX	\$180,228	Executive Direc	\$48,600	\$51,750	2024
Counselors Obediently Preventing Substance Abuse	MO	\$175,949	Exeuctive Director	\$21,675	\$25,159	2023
Kings View Foundation	CA	\$175,709	Ceo	\$5,943	\$5,624	2023
Suffit Inc	LA	\$175,539	President	\$1,899	\$2,226	2024
Children S Mental Health Resource Center Inc	HI	\$175,130	Executive Director	\$22,017	\$20,983	2024
Healing Minds Nola	LA	\$175,082	President Director	\$70,850	\$83,046	2024
Mujeres Conectadas Inc	IN	\$174,790	President	\$56,833	\$63,798	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shared Services Alliance	SC	\$174,750	Executive Director	\$49,063	\$56,094	2023
Substance Abuse Coalition Of	FL	\$174,512	Ceo	\$100,000	\$100,000	2024
Mission For Miracles	PA	\$174,330	Board Member	\$7,500	\$7,962	2024
Mental Health America Of Hendricks County	IN	\$173,989	Executive Director	\$66,000	\$76,277	2023
Anchor International	CO	\$173,676	Executive Director	\$49,400	\$50,423	2024
House Of Hope Of Washington County	OH	\$173,352	Executive Director	\$26,849	\$30,271	2024
Childrens Grief Center Of The	MI	\$184,323	Executive Dir.	\$67,000	\$75,789	2023
Come As You Are Ministry	NM	\$184,939	Pres. And Ex	\$26,668	\$30,532	2024
Tennessee Jail Chemical	TN	\$185,436	President	\$6,750	\$7,553	2024
Ocl Properties Inc	NY	\$171,633	Chief Financial Officer	\$73,290	\$70,497	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 404 organizations. Compensation range \$247–\$276,527; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$178,589); for reference, expenses \$431,997 and assets \$4,557,947. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kevin Marrone, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", 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	8 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	5 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Kevin Marrone) 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 404 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,322 is reasonable (approximately the 5th 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.