

This analysis benchmarks the total compensation of **Bob Ball, Executive Director / CEO** (\$14,245) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

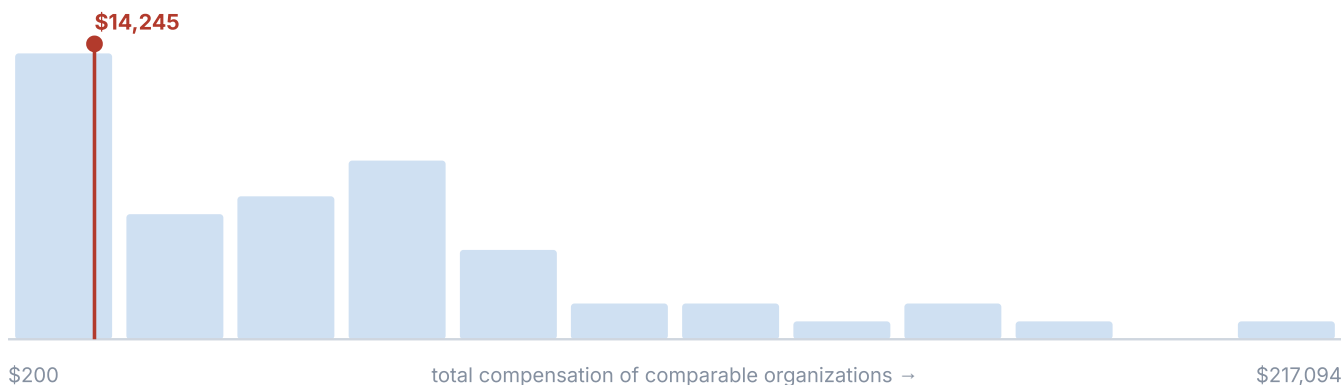
Benchmarked executive: Bob Ball — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$139,205 and \$311,653 — 0.67x to 1.50x the subject's \$207,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,660	\$15,164	\$48,000	\$74,348	\$110,957	\$14,245
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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 MI 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
New Americans Initiative	KY	\$207,754	Director Of Operations	\$99,680	\$103,755	2024
Values To Action	OR	\$208,951	Trustee	\$15,593	\$14,029	2024
The Steel Horse Rally Inc	AR	\$205,571	President	\$145,333	\$158,270	2024
Mashup Nashville	TN	\$205,448	Chief Executive Officer	\$18,960	\$19,879	2023
Pasos For Oak Cliff	TX	\$204,656	Executive Director	\$1,044	\$1,042	2023
Arise & Go	CA	\$211,406	President	\$79,793	\$66,754	2024
Sandy Springs Arts Foundation Inc	GA	\$212,856	Foundation Mgr.	\$85,000	\$82,802	2024
Great Bend Center For Music	WA	\$202,114	Director	\$56,250	\$50,232	2023
Allied Communities Of Tulsa Inspiring	OK	\$201,803	Senior Organizer	\$71,500	\$78,531	2023
Civic Momentum	MN	\$200,628	Director, Ceo, And Coo	\$70,000	\$68,992	2023
People Matter	IL	\$216,495	Co-president	\$58,880	\$54,636	2025
Celebrate Me Week	MN	\$217,117	Camp Administrator	\$10,897	\$10,740	2023
Lyon County Historical Society	MN	\$197,720	Executive Di	\$41,709	\$41,108	2023
Crockett Mission	TN	\$218,254	Ceo	\$8,250	\$8,650	2023
Nine Muses Foundation	NY	\$220,069	Executive Director	\$157,199	\$141,687	2023
Banda Health	TX	\$221,053	President	\$69,048	\$66,917	2024
Main Line Cycle Center	MN	\$194,224	Executive Director	\$35,984	\$35,466	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
21st Century Alliance	CA	\$191,034	Executive Director	\$252,054	\$217,094	2023
Rhode Island Coalition For Children & Families Education Fund Inc	RI	\$224,854	Executive Director	\$96,121	\$89,296	2024
The Pilcrow Foundation	OR	\$225,026	President	\$56,250	\$52,103	2023
Aranya Solutions	MT	\$230,397	President	\$12,000	\$12,902	2023
Kennett Flash Inc	PA	\$231,488	Executive Di	\$57,050	\$55,119	2024
Through The Trees	NC	\$183,310	Executive Di	\$27,388	\$27,417	2024
Grandmother Collective Inc	MA	\$181,647	Executive Director	\$80,557	\$70,134	2024
Barrios Unidos	NM	\$179,237	President And Executive Director	\$39,670	\$42,559	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	55 organizations. Compensation range \$200–\$217,094; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$207,769); for reference, expenses \$231,138 and assets \$87,574.
ROLE MATCH	Bob Ball, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	24 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 (Bob Ball) 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 10, 2026, comparing compensation against 55 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,245 is reasonable (approximately the 24th 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 10, 2026.