

The Ibelieve Foundation

Executive Director / CEO

EIN 611845157

OH · NTEE O50

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Stefani Murray, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **276** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

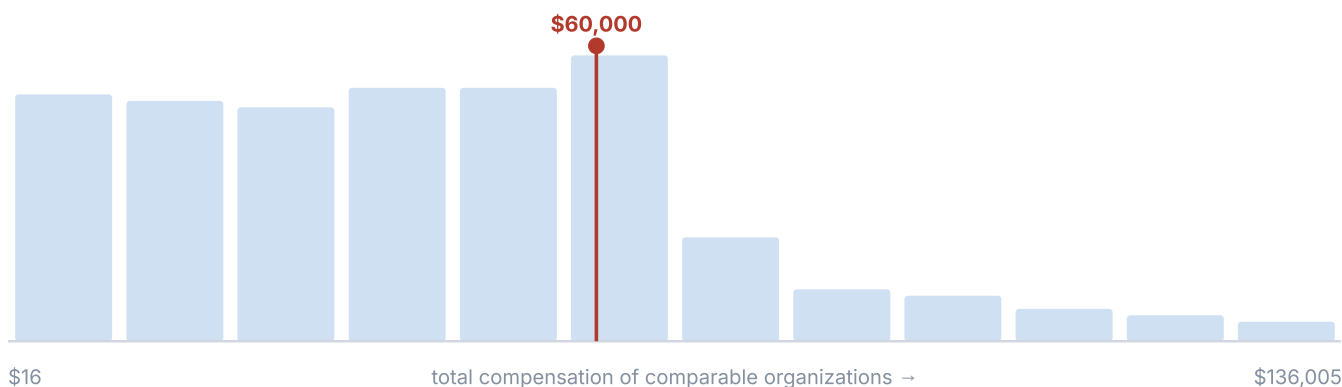
Benchmarked executive: Stefani Murray — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$116,255 and \$260,272 — 0.67x to 1.50x the subject's \$173,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

276 organizations qualified on sector, size, and geography → **276** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,722	\$21,306	\$42,265	\$61,455	\$77,709	\$60,000
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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 OH 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
Rise Above	MI	\$173,456	Executive Di	\$72,116	\$66,502	2025
Cmj Academy Inc	FL	\$173,966	President	\$63,942	\$53,667	2025
Activediscovery Club	CA	\$174,549	Executive Director	\$60,000	\$47,513	2024
Girls On The Run Of The Flint Hills	KS	\$172,372	Executive Dir.	\$64,900	\$62,641	2025
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$63,351	2024
Wayfinders On The Hudson Corp	NY	\$172,068	President	\$22,200	\$18,940	2023
Go For Yours Foundation	CA	\$171,060	President & Ceo	\$30,000	\$24,458	2023
Asun Star Community Outreach Program	NJ	\$176,247	President	\$35,000	\$28,658	2024
Center For The Study Of Boys And	DE	\$170,224	Executive Director	\$44,850	\$41,463	2023
My Blind Spot Inc	NY	\$169,551	President/treas	\$23,425	\$19,412	2024
Girls On The Run Of Berks County	PA	\$177,869	Executive Director	\$66,388	\$60,713	2024
Horsepower Experiential Learning	MO	\$169,057	Executive Director	\$30,156	\$29,291	2024
Girls On The Run Of The Shenandoah	VA	\$168,998	Executive Director	\$50,885	\$43,895	2025
Brookline Teen Outreach	PA	\$168,881	Executive Dir.	\$25,000	\$22,863	2024
Boone County Mentoring Partnership Inc	IN	\$178,449	Executive Dir.	\$58,000	\$56,092	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hangar Youth And Community Center	MI	\$178,593	Executive Director	\$24,615	\$23,300	2024
Young Nation	MI	\$167,748	Executive Director	\$62,400	\$59,066	2024
Goulds Youth Ministries	AR	\$179,354	Executive Director	\$30,890	\$31,842	2024
Sports Konnect Inc	FL	\$179,372	Ceo	\$37,000	\$31,054	2025
Latinos Count Inc	IN	\$167,459	Executive Dir.	\$24,000	\$23,896	2023
Purpose Of God Annex Outreach Center	NC	\$179,739	Cao	\$31,525	\$29,873	2024
The Mustard Seed Ministry	NC	\$180,068	Treasurer/se	\$5,400	\$5,117	2024
Pickaway Helps DbA Pickaway Works	OH	\$180,333	Co-program Director	\$70,000	\$67,992	2024
Lowell Youth Leadership Program Inc	MA	\$180,593	Vice President	\$6,369	\$5,248	2024
Hornets Hive	MN	\$165,935	Executive Director	\$15,080	\$14,069	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 276 organizations. Compensation range \$16–\$136,005; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$173,515); for reference, expenses \$356,069 and assets \$55,733. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Stefani Murray, reported title " <i>Executive Director</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	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	73 rd
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	73 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 (Stefani Murray) 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 276 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 73rd 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.