

This analysis benchmarks the total compensation of **Bobbi Jo Stellato, Executive Director / CEO** (\$79,523) against **every comparable organization** that fit the selection criteria — **505** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

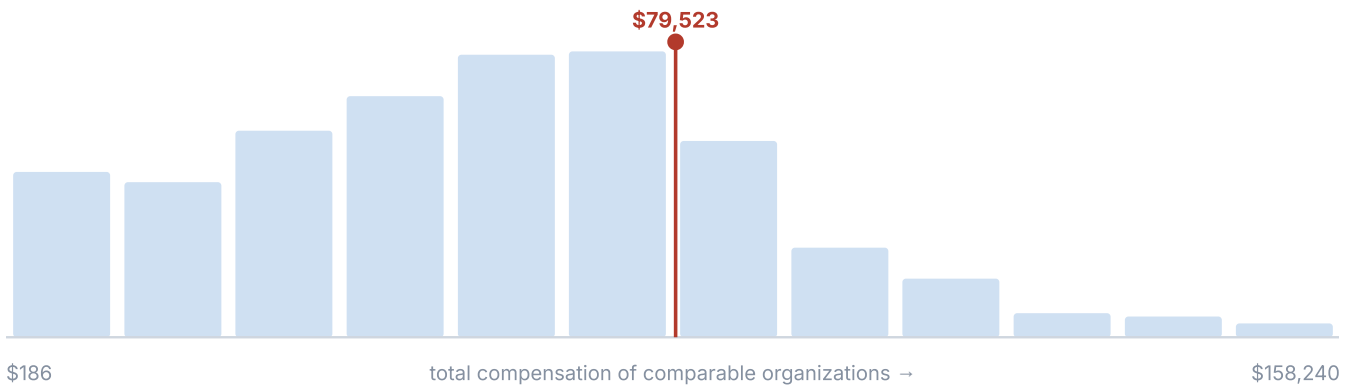
Benchmarked executive: Bobbi Jo Stellato — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$207,912 and \$465,475 — 0.67x to 1.50x the subject's \$310,317 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

505 organizations qualified on sector, size, and geography → **505** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,377	\$32,634	\$57,111	\$77,170	\$98,235	\$79,523
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 77TH
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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 VT 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
End It Corporation	FL	\$310,168	Executive Director	\$49,500	\$47,423	2024
Angels Of Hope Minsitry	IN	\$310,141	Assistant Director	\$33,600	\$36,135	2024
The Dream Center Inc	TN	\$310,600	President / Executive Director	\$86,275	\$92,483	2024
Deeply Ingrained Inc	IN	\$309,857	Executive Di	\$58,077	\$62,459	2024
Grand Valley Amateur Hockey Association	MI	\$309,784	Hockey Director	\$20,000	\$21,052	2024
Drawbridge	CA	\$309,553	Executive Dir.	\$102,999	\$90,701	2024
Pinellas County Hunter Associationinc	FL	\$309,553	Show Secretary	\$10,000	\$9,581	2024
Hope House Northern Colorado	CO	\$311,172	Executive Director	\$45,231	\$44,230	2024
Propelling Into Triumph Inc	FL	\$309,296	President	\$74,231	\$71,115	2024
First In Missouri	MO	\$311,398	Executive Director	\$62,000	\$65,242	2025
Chicago Baseball And Educational	IL	\$309,214	Trustee	\$119,359	\$119,668	2024
I Have A Dream Foundation - Dallas	TX	\$311,430	Member	\$44,844	\$45,747	2024
The Blue Heart Foundation	CA	\$309,138	Vice President	\$11,711	\$10,313	2024
Girls Club	VA	\$311,921	Executive Director	\$58,000	\$57,111	2024
Torrington Police Activities League Inc	CT	\$308,614	Operations Director	\$50,662	\$49,872	2023
Hill Academy	PA	\$308,492	Executive Director	\$23,784	\$24,188	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stafford Junction Inc	VA	\$308,357	Executive Di	\$68,600	\$67,548	2024
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$47,423	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$30,040	2024
Youthbase Inc	SC	\$314,032	Executive Director	\$60,830	\$64,717	2024
Youthserve Inc	AL	\$314,045	Executive Director	\$89,095	\$98,158	2024
Families And Communities Together Inc	KS	\$306,315	Executive Director	\$63,562	\$70,029	2024
Sea Devils Fka Saint Michael Albertville Area Swim	MN	\$314,799	Coaching Rep	\$70,370	\$73,005	2023
Extreme Kids And Crew Inc	NY	\$305,825	Executive Dir.	\$73,769	\$69,987	2023
Southeast Raleigh Community	NC	\$315,095	Executive Director	\$16,500	\$17,900	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2025 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 VT 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	505 organizations. Compensation range \$186–\$158,240; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$310,317); for reference, expenses \$197,424 and assets \$401,888.
ROLE MATCH	Bobbi Jo Stellato, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	77 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	76 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 (Bobbi Jo Stellato) 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 505 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,523 is reasonable (approximately the 77th 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.