

Educational Support Organization

Executive Director / CEO

EIN 721246735

MS · NTEE B90

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Aretha Mills, Executive Director / CEO** (\$5,250) against **every comparable organization** that fit the selection criteria — **287** 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

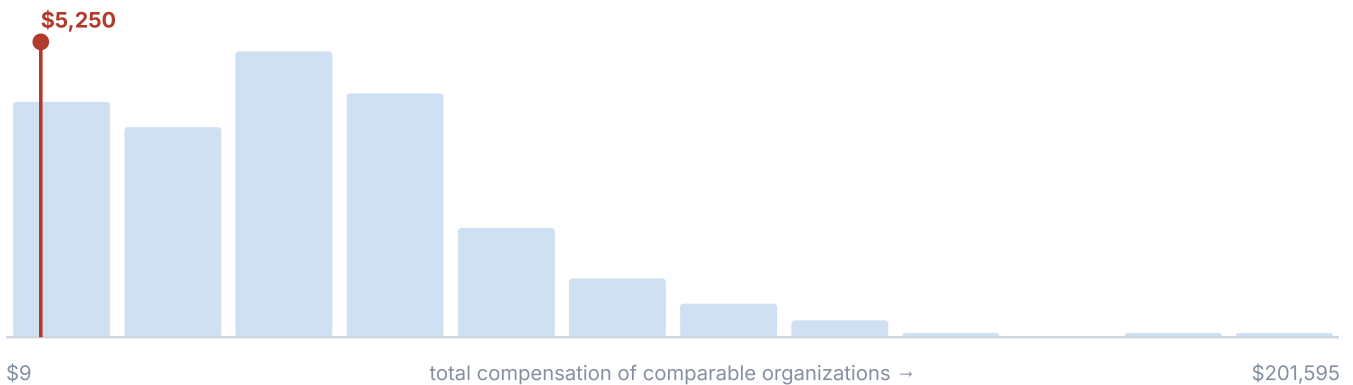
Benchmarked executive: Aretha Mills — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$129,037 and \$288,891 — 0.67x to 1.50x the subject's \$192,594 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

287 organizations qualified on sector, size, and geography → **287** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,043	\$19,514	\$42,834	\$62,972	\$83,917	\$5,250
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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 MS 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
Amplify Horse Racing	KY	\$192,754	Executive Director	\$73,500	\$68,867	2024
Peace & Friendship Society Of Central Florida Inc	FL	\$192,244	Director	\$72,773	\$61,382	2023
Best Resource Center Inc	NY	\$192,042	President	\$11,600	\$9,141	2024
Hc Drugfree Inc	MD	\$191,679	Executive Director	\$130,800	\$103,898	2025
Discovery Therapies Inc	SC	\$193,827	Ceo And Cfo	\$32,200	\$28,541	2025
Chester Street Foundation	TX	\$193,987	Ceo, Chair	\$65,158	\$56,843	2024
Sunset Spark Inc	NY	\$195,116	Secretary	\$45,000	\$36,510	2023
Olde English Consortium	SC	\$189,943	Executive Director	\$102,440	\$93,202	2024
Northeast Ohio Worker Center	OH	\$189,940	Executive Director	\$56,243	\$51,951	2024
Youthful Impact	CT	\$189,735	President & Ceo	\$22,889	\$19,269	2023
Braination Foundation	TX	\$195,476	Board Member	\$15,120	\$13,190	2024
Black Educational Achievement Movement	OR	\$195,661	President	\$84,086	\$68,101	2024
The Ohio Educational Outreach Found	OH	\$189,289	Board Member	\$500	\$462	2024
Glenhagen Farm Retreat	IL	\$196,629	Director	\$2,650	\$2,339	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gilbert Albert Community Center Inc	MA	\$197,000	Executive Director	\$25,000	\$19,592	2024
Veritas Classical School Inc	MS	\$197,652	President	\$79,080	\$76,811	2024
Lindale Isd Education Foundation Inc	TX	\$197,971	Executive Dir.	\$33,920	\$29,591	2024
Weteachthink	NE	\$186,920	Executive Director	\$77,100	\$72,320	2024
Kids Club Inc	MD	\$186,674	Treasurer	\$77,100	\$64,720	2023
Community School Collaborative	MT	\$186,637	Executive Di	\$20,000	\$18,317	2025
Spreading Hope Inc	MN	\$199,217	Secretary	\$17,667	\$14,832	2025
Advance	CA	\$199,291	Executive Dir.	\$39,000	\$29,370	2024
San Francisco Early Care Educators Resource Program	CA	\$185,692	Director	\$104,018	\$78,333	2024
Latino Community Services	NC	\$185,514	Executive Director	\$70,385	\$65,299	2023
Community Pantry & Emerg Srvs Inc	NE	\$199,807	Director	\$9,000	\$8,691	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 287 organizations. Compensation range \$9–\$201,595; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$192,594); for reference, expenses \$167,242 and assets \$1,519,787.

ROLE MATCH	Aretha Mills, reported title "BOARD MEMBER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	16 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	5 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	5 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 (Aretha Mills) 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 13, 2026, comparing compensation against 287 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,250 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 13, 2026.