

# Childsafe Center - Cac

Executive Director / CEO

EIN 731666744  
 VA · NTEE P80  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Kelly Bober, Executive Director / CEO** (\$87,071) against **every comparable organization** that fit the selection criteria — **293** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

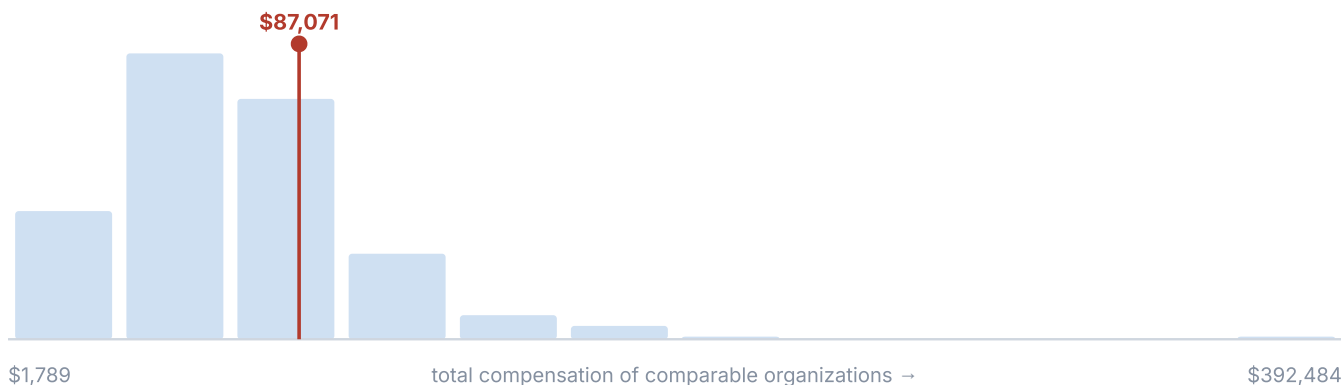
**Benchmarked executive:** Kelly Bober — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$310,299 and \$694,701 — 0.67x to 1.50x the subject's \$463,134 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**293** organizations qualified on sector, size, and geography → **293** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,561	\$45,002	\$65,110	\$86,742	\$109,805	\$87,071
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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 VA 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
<a href="#">Single Mothers Outreach Inc</a>	CA	\$463,057	Executive Director	\$94,269	<b>\$84,306</b>	2024
<a href="#">American Association Of Adapted Sports</a>	GA	\$463,772	Executive Dir.	\$109,894	<b>\$114,440</b>	2024
<a href="#">One Life</a>	WA	\$461,467	Ceo	\$25,400	<b>\$24,248</b>	2023
<a href="#">Southeast Community Development</a>	CA	\$466,328	Executive Di	\$83,589	<b>\$76,963</b>	2023
<a href="#">Ruth's Gleanings</a>	SC	\$459,119	Executive Director	\$72,456	<b>\$78,287</b>	2024
<a href="#">Bring On The Spectrum Inc</a>	NY	\$468,382	Ceo	\$39,192	<b>\$36,679</b>	2024
<a href="#">Arizona Caregiver Coalition Inc</a>	AZ	\$468,536	Executive Director Until 7/1/24	\$35,038	<b>\$35,930</b>	2023
<a href="#">Senior Care Of Orange County Inc</a>	NC	\$457,599	Executive Director	\$63,657	<b>\$68,122</b>	2024
<a href="#">The Alexander House Apostolate</a>	TX	\$468,758	President And Ceo	\$88,743	<b>\$91,938</b>	2024
<a href="#">Bay Area Womens And Childrens Center</a>	CA	\$456,204	Executive Dir.	\$162,500	<b>\$145,326</b>	2024
<a href="#">Rccc Inc</a>	TX	\$455,450	Executive Di	\$96,709	<b>\$100,191</b>	2024
<a href="#">Wayfaring Band Inc</a>	CO	\$455,251	Executive Director	\$89,786	<b>\$89,166</b>	2024
<a href="#">Institute For Affordable Transportation</a>	IN	\$471,165	Executive Director	\$88,616	<b>\$96,786</b>	2024
<a href="#">Wilf Transport Inc</a>	NJ	\$454,500	President	\$57,000	<b>\$52,708</b>	2024
<a href="#">Xquisite</a>	NV	\$471,984	Executive Di	\$88,300	<b>\$91,668</b>	2024
<a href="#">Diabetes Youth Services</a>	OH	\$453,627	Executive Director	\$43,408	<b>\$47,616</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Houston Aphasia Recovery Center</a>	TX	\$453,030	Executive Director	\$112,154	<b>\$116,192</b>	2024
<a href="#">Hearts And Hands Faith In Action</a>	NY	\$474,418	Executive Director	\$85,397	<b>\$79,921</b>	2024
<a href="#">Second Chance Outreach</a>	WA	\$451,205	Executive Dir.	\$88,251	<b>\$87,703</b>	2022
<a href="#">Tvec Charitable Foundation Inc</a>	TX	\$450,758	Executive Director	\$175,014	<b>\$181,316</b>	2024
<a href="#">Asi Capitola Inc</a>	MN	\$475,700	President	\$65,715	<b>\$69,237</b>	2023
<a href="#">Touchstone Farm Inc</a>	NH	\$475,750	Executive Director	\$68,000	<b>\$65,029</b>	2024
<a href="#">Phenomenal She</a>	WA	\$447,261	President And Ceo	\$76,794	<b>\$73,311</b>	2023
<a href="#">Sowhope Org</a>	MI	\$479,496	Corp President And Ceo	\$85,000	<b>\$93,549</b>	2023
<a href="#">Love Overwhelming</a>	WA	\$446,381	Executive Director	\$64,800	<b>\$60,086</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 293 organizations. Compensation range \$1,789–\$392,484; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$463,134); for reference, expenses \$479,852 and assets \$224,399.

**ROLE MATCH** Kelly Bober, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	68 <sup>th</sup>

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 (Kelly Bober) 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 293 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,071 is reasonable (approximately the 75<sup>th</sup> 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.