

# Envision Children

Executive Director / CEO

EIN 800184362

OH · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tracy Vroom, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **506** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Tracy Vroom — 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).

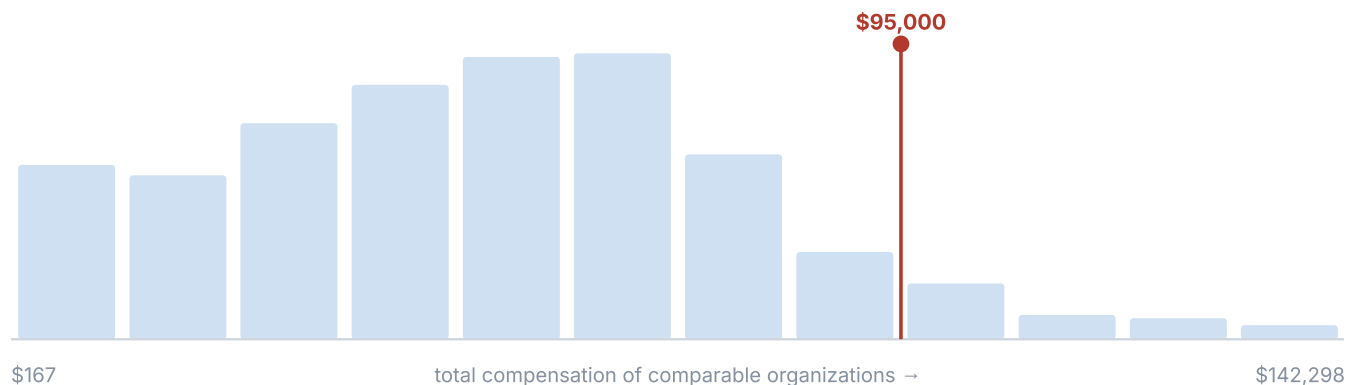
**BUDGET** Total revenue between \$204,140 and \$457,032 — 0.67x to 1.50x the subject's \$304,688 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**506** organizations qualified on sector, size, and geography

→ **506** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$12,388</b>	<b>\$28,938</b>	<b>\$49,978</b>	<b>\$68,589</b>	<b>\$87,702</b>	<b>\$95,000</b>
-----------------	-----------------	-----------------	-----------------	-----------------	-----------------



## ■ 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
<a href="#">Deb Project Deserving Enriched &amp; Blessed</a>	AR	\$304,580	President	\$20,000	<b>\$20,616</b>	2024
<a href="#">The First Tee Of Southeastern New Mexico Inc</a>	NM	\$304,561	Ceo	\$90,000	<b>\$88,772</b>	2024
<a href="#">North Ridge School Age Child Care Inc</a>	IA	\$304,922	President & Chairman	\$66,950	<b>\$69,212</b>	2023
<a href="#">X Count Inc</a>	IN	\$303,681	Vice-preside	\$93,167	<b>\$92,763</b>	2023
<a href="#">Extreme Kids And Crew Inc</a>	NY	\$305,825	Executive Dir.	\$73,769	<b>\$62,937</b>	2023
<a href="#">Families And Communities Together Inc</a>	KS	\$306,315	Executive Director	\$63,562	<b>\$62,973</b>	2024
<a href="#">South Hills Wrestling Academy Outreach</a>	PA	\$302,819	President	\$60,000	<b>\$56,492</b>	2023
<a href="#">Mana Services Inc</a>	ID	\$302,406	President	\$28,800	<b>\$28,096</b>	2024
<a href="#">Mentoring Male Teens In The Hood Inc</a>	MD	\$301,643	President	\$69,340	<b>\$59,450</b>	2024
<a href="#">Stafford Junction Inc</a>	VA	\$308,357	Executive Di	\$68,600	<b>\$60,743</b>	2024
<a href="#">Hill Academy</a>	PA	\$308,492	Executive Director	\$23,784	<b>\$21,751</b>	2024
<a href="#">Torrington Police Activities League Inc</a>	CT	\$308,614	Operations Director	\$50,662	<b>\$44,848</b>	2023
<a href="#">Lightnings Junior Cheerleading Incorporated</a>	NY	\$300,693	President	\$8,000	<b>\$6,629</b>	2024
<a href="#">The Blue Heart Foundation</a>	CA	\$309,138	Vice President	\$11,711	<b>\$9,274</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chicago Baseball And Educational</a>	IL	\$309,214	Trustee	\$119,359	<b>\$107,612</b>	2024
<a href="#">Posability Inc</a>	FL	\$300,091	President	\$27,575	<b>\$24,458</b>	2023
<a href="#">Propelling Into Triumph Inc</a>	FL	\$309,296	President	\$74,231	<b>\$63,950</b>	2024
<a href="#">Drawbridge</a>	CA	\$309,553	Executive Dir.	\$102,999	<b>\$81,563</b>	2024
<a href="#">Pinellas County Hunter Associationinc</a>	FL	\$309,553	Show Secretary	\$10,000	<b>\$8,615</b>	2024
<a href="#">Grand Valley Amateur Hockey Association</a>	MI	\$309,784	Hockey Director	\$20,000	<b>\$18,931</b>	2024
<a href="#">Deeply Ingrained Inc</a>	IN	\$309,857	Executive Di	\$58,077	<b>\$56,166</b>	2024
<a href="#">The Malcolm Jenkins Foundation</a>	NJ	\$299,466	President & Ceo	\$29,167	<b>\$23,881</b>	2024
<a href="#">Angels Of Hope Minsitry</a>	IN	\$310,141	Assistant Director	\$33,600	<b>\$32,494</b>	2024
<a href="#">End It Corporation</a>	FL	\$310,168	Executive Director	\$49,500	<b>\$42,645</b>	2024
<a href="#">Young Masterminds Initiative Inc</a>	NY	\$299,143	Board Chair Ceo	\$84,583	<b>\$72,163</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **506** organizations. Compensation range \$167–\$142,298; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$304,688); for reference, expenses \$357,987 and assets \$13,023.

<b>ROLE MATCH</b>	Tracy Vroom, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Tracy Vroom) 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 506 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 93<sup>rd</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.