

Bridge Builders Leadership Initiative

Executive Director / CEO

EIN 831339739

MS · NTEE O50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lauretha Bellinder, Executive Director / CEO** (\$67,082) against **every comparable organization** that fit the selection criteria — **413** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

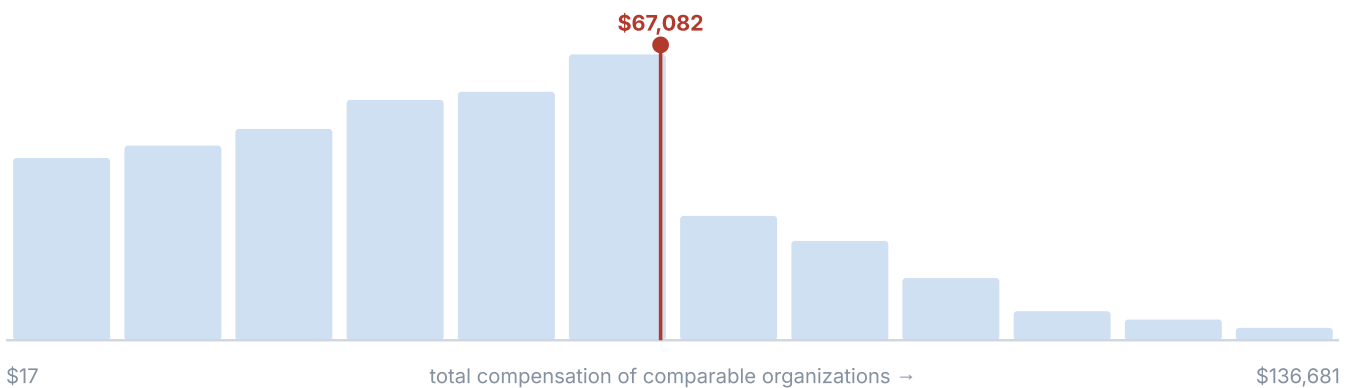
Benchmarked executive: Lauretha Bellinder — reported title “Director of Program”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$150,301 and \$336,496 — 0.67x to 1.50x the subject's \$224,331 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

413 organizations qualified on sector, size, and geography → **413** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,197	\$25,093	\$46,599	\$64,269	\$84,986	\$67,082
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 78TH
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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
Hope Afield	AL	\$224,444	Ceo	\$37,500	\$37,337	2024
Girls On The Run Riverside	CA	\$224,544	Executive Director	\$65,068	\$50,448	2025
Partnerships For Permanence	MN	\$224,015	Founder And Ceo	\$74,309	\$69,670	2023
Thunderbird Football Club	AZ	\$224,691	President	\$37,950	\$34,631	2023
Andy Zanca Youth Empowerment Program	CO	\$225,892	Executive Dir.	\$52,052	\$46,000	2024
Mahogany Youth Corporation	FL	\$226,016	Director	\$32,434	\$30,096	2022
Ruff Wilson Youth Organization Inc	AL	\$222,606	Executive Director	\$46,930	\$46,727	2024
Love Grow Live Center Inc	OK	\$222,393	Founder And Executive Director	\$6,934	\$7,542	2022
Restorative Resources	CA	\$222,393	Executive Dir.	\$46,600	\$37,085	2024
Wonder Woods Nfp	IL	\$226,438	Executive Director	\$52,678	\$49,140	2023
Women Of The Dream Inc	NJ	\$221,744	Founder/ceo	\$34,634	\$29,340	2023
Academy Project	CA	\$221,677	Exeuctive Director/president	\$24,709	\$19,664	2024
Yellow Crawfish Learning Center	LA	\$221,614	President	\$22,221	\$22,551	2024
Youth Empowered To Prosper Inc	FL	\$227,499	Executive Dir.	\$86,772	\$75,127	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Casino Road Ministries	WA	\$227,550	Executive Director	\$66,036	\$56,098	2023
Popup Tennis Kids Inc	NY	\$220,966	President	\$124,437	\$103,631	2024
D2I Revolution Inc	AZ	\$227,753	Executive Director, Ceo	\$154,207	\$136,681	2024
Impactdmv Inc	MD	\$227,856	Executive Director	\$24,960	\$21,506	2024
Radical Arts Academy Of Denver	CO	\$220,241	Co-executive Director	\$19,278	\$17,036	2024
Brookline After School Program Inc	NH	\$228,458	President	\$89,334	\$78,268	2023
Sunbeam Kids International	CA	\$220,055	Secretary	\$12,000	\$10,235	2022
Hills To Climb	MD	\$219,232	Executive Director	\$53,175	\$45,817	2024
Mountains 2 Sea	CA	\$219,066	Executive Director And Field Instructor	\$78,747	\$61,053	2025
Adelante Hispanic Achievers Inc	KY	\$229,721	Executive Director	\$37,524	\$37,155	2024
Aspire Movement Inc	AL	\$229,983	Executive Di	\$91,250	\$90,854	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 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 413 organizations. Compensation range \$17–\$136,681; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$224,331); for reference, expenses \$189,152 and assets \$50,718.

ROLE MATCH Lauretha Bellinder, reported title "*Director of Program*", 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 6 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	78 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	78 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 (Lauretha Bellinder) 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 413 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,082 is reasonable (approximately the 78th 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.