

Big Brothers Big Sisters Of The

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Merridith Crowe, Executive Director / CEO** (\$105,622) against **every comparable organization** that fit the selection criteria — **914** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

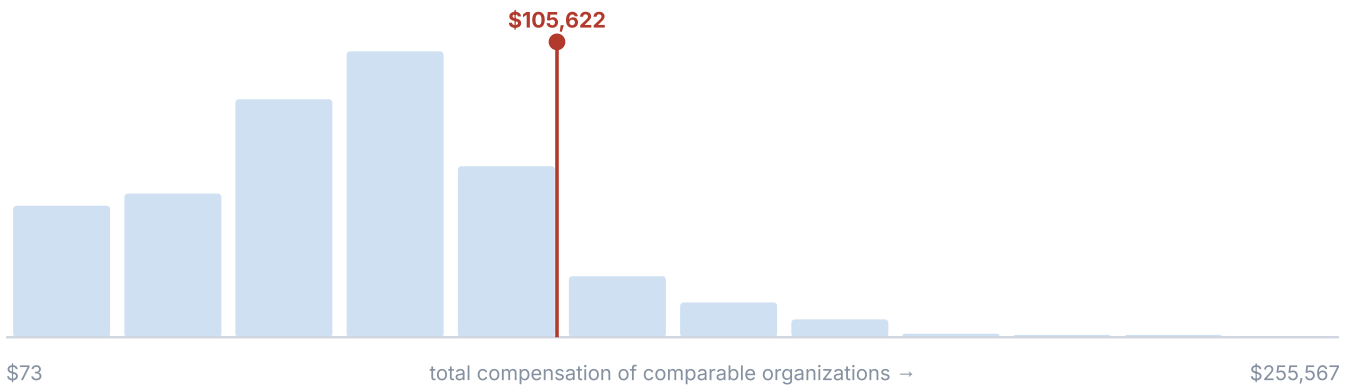
Benchmarked executive: Merridith Crowe — reported title "CEO (Former)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O31).
BUDGET	Total revenue between \$321,145 and \$718,981 — 0.67x to 1.50x the subject's \$479,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

914 organizations qualified on sector, size, and geography → **914** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,152	\$41,905	\$66,583	\$87,067	\$109,645	\$105,622
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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 SC 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
Foundation For The Child Victims Of The Family Court Llc	SC	\$479,508	President	\$56,000	\$59,180	2023
True North Youth Program	CO	\$480,090	Executive Director	\$90,815	\$85,680	2024
Lightning Boy Foundation Inc	NM	\$480,724	Administrator Bookkeeper	\$31,500	\$33,334	2024
Opportunity Scholars	VA	\$480,827	Director	\$37,477	\$36,655	2023
Chattanooga Youth Network	TN	\$481,009	Executive Director	\$152,915	\$158,149	2024
Deep South Little Britches Rodeo Associa	LA	\$477,537	Treasurer	\$5,452	\$5,907	2024
Highwater Farm	CO	\$481,380	Executive Director	\$46,154	\$43,544	2024
Americas Youth Outreach Program	CA	\$481,433	President	\$96,000	\$81,562	2024
Fatherhood Revisited	OH	\$482,080	Ceo Vice President Of Board	\$81,800	\$85,244	2024
Camp Beausite Northwest	WA	\$482,722	Executive Dir.	\$86,844	\$76,501	2024
Building Futures Inc	CA	\$482,915	President & Ceo	\$173,481	\$147,391	2024
World Press Institute	MN	\$475,610	Executive Director	\$33,333	\$32,407	2024
Education Francaise Greater Houston	TX	\$475,249	Executive Director	\$65,500	\$62,805	2025
House With A Heart - Pet Sanctuary Inc	MD	\$483,753	President	\$82,250	\$75,659	2024
Philadelphia Area Project On	PA	\$474,826	Exec Directo	\$77,970	\$78,763	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Team New England Youth Academy Inc	MA	\$474,704	President	\$42,500	\$38,687	2023
Camp Hertko Hollow Inc	IA	\$484,687	Executive Dir.	\$95,923	\$103,340	2024
Soul Food Project Inc	IN	\$473,934	Executive Director	\$54,308	\$56,350	2024
Hillside Connection	CO	\$473,882	Founder	\$64,581	\$60,929	2024
Youth Village Inc	FL	\$485,023	Executive Director	\$56,833	\$52,531	2024
Play Like A Champion Today	IN	\$485,099	Secretary	\$80,000	\$85,459	2023
Second Life Bikes Inc	NJ	\$473,493	Vice Preside	\$60,000	\$54,266	2023
Girl Scouts Of Southern Arizona	AZ	\$473,322	Ceo	\$16,995	\$16,082	2024
Urban Youth Legacy Foundation Inc	FL	\$485,715	President	\$140,020	\$129,422	2024
North Pacific Fishing Vessel Owners Asso	WA	\$472,540	Exec Director	\$136,242	\$120,016	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 914 organizations. Compensation range \$73–\$255,567; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$479,321); for reference, expenses \$945,095 and assets \$546,114. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Merridith Crowe, reported title " <i>CEO (Former)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	88 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	85 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 (Merridith Crowe) 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 914 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,622 is reasonable (approximately the 88th 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.