

Black Girls Do Stem

Executive Director / CEO

EIN 834214337
 MO · NTEE B90
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Chapple, Executive Director / CEO** (\$72,570) against **every comparable organization** that fit the selection criteria — **497** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

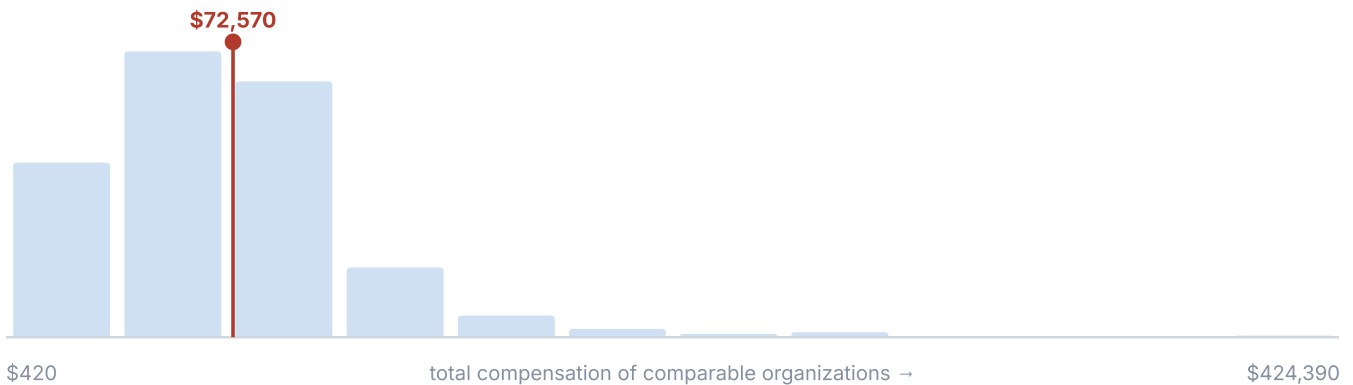
Benchmarked executive: Cynthia Chapple — reported title “Managing Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$333,940 and \$747,627 — 0.67x to 1.50x the subject's \$498,418 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

497 organizations qualified on sector, size, and geography → **497** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,920	\$42,161	\$63,816	\$92,255	\$113,352	\$72,570
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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 MO 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
Oaks Tutorials	TX	\$498,549	Head Of School	\$30,000	\$27,603	2025
Partners Advancing Student Success	GA	\$498,186	Executive Dir.	\$60,653	\$56,096	2025
Kitty Bungalow	CA	\$497,960	Executive Dir.(from 5/23 To 9/23)	\$69,315	\$58,180	2023
Medha Corp	FL	\$497,278	President	\$57,303	\$50,825	2024
Center For Redemptive Education Inc	VA	\$496,876	President	\$68,580	\$62,519	2024
Gary Alumni Pathway To Students Inc	IN	\$496,787	Executive Director	\$78,027	\$77,688	2024
American Board Of Optometry	MO	\$495,928	Executive Director	\$153,132	\$153,132	2024
Decatur Book Festival	GA	\$501,021	Executive Director	\$100,000	\$94,933	2024
Compass Education And Career Foundation Inc	NJ	\$495,633	Executive Director	\$85,740	\$74,412	2023
Zollikon Institute	OH	\$501,491	President	\$71,000	\$71,000	2024
Resourcewest	MN	\$501,509	Executive Director	\$81,739	\$76,257	2024
First Addition Extension	MI	\$501,801	President	\$4,200	\$4,093	2024
Southeast Center For Cooperative Development	TN	\$494,987	Executive Co-director	\$70,730	\$72,268	2023
Each One Teach One Inc	TX	\$494,569	Executive Dir.	\$35,522	\$33,549	2024
Peace To Pieces Inc	FL	\$494,391	President	\$87,046	\$75,216	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Bee Cause Project Inc	SC	\$493,710	Executive Di	\$95,000	\$93,573	2024
Central States Private Education Network	MD	\$493,208	Co-executive Director	\$101,000	\$91,785	2023
Schools That Lead	DE	\$493,198	President An	\$164,400	\$156,472	2023
Blue Dot Education	CA	\$504,424	Executive Director/ceo	\$13,270	\$10,819	2024
Mcc Pta Educational Programs Inc	MD	\$505,236	Executive Director, Ex-officio Member Of The Board	\$52,375	\$47,597	2023
Malverne Afterschool Center Inc	NY	\$505,650	Executive Dir.	\$48,000	\$42,161	2023
California Indian Education For All	CA	\$505,690	Ceo	\$5,500	\$4,484	2024
Educational Harbor Inc	FL	\$490,880	Principal	\$61,407	\$54,465	2024
Luster Learning Institute Nfp	IL	\$489,765	President Ceo	\$146,500	\$135,983	2024
Creative Learning For Children Inc	MA	\$507,125	Co-director	\$60,000	\$50,906	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **497** organizations. Compensation range \$420–\$424,390; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$498,418); for reference, expenses \$499,175 and assets \$732,953.
ROLE MATCH	Cynthia Chapple, reported title " <i>Managing Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	58 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	54 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 (Cynthia Chapple) 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 497 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,570 is reasonable (approximately the 58th 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.