

Artists Creating Together

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Angela Steele, Executive Director / CEO** (\$101,174) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

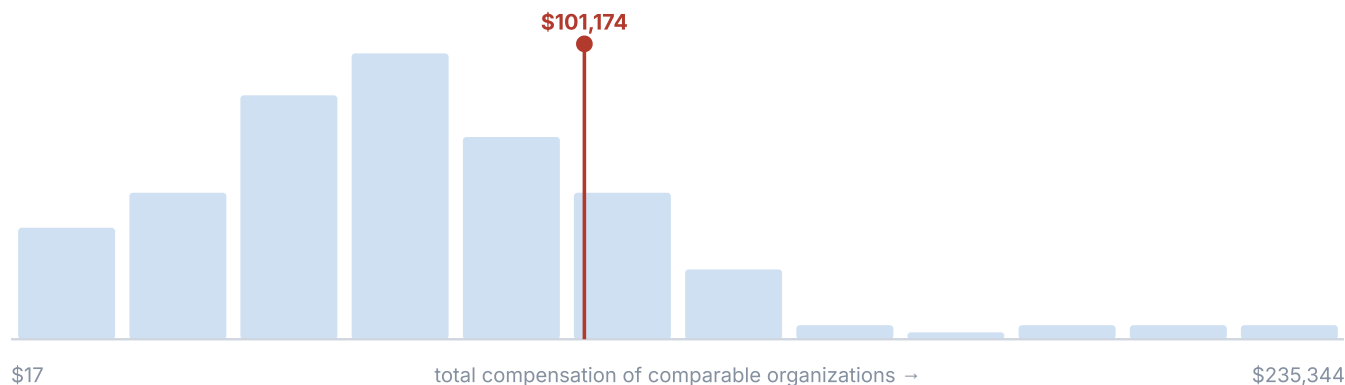
Benchmarked executive: Angela Steele — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$265,012 and \$593,311 — 0.67x to 1.50x the subject's \$395,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography → **182** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,651	\$45,112	\$69,867	\$95,278	\$118,197	\$101,174
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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 MI 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
Foster Care In The Us Inc	IN	\$393,554	Executive Director	\$68,477	\$71,814	2024
The Shepherd's Crook Ministries Inc	OH	\$397,678	President	\$191,295	\$201,489	2024
Resources Inspiring Success And	TX	\$399,121	Executive Dir.	\$12,000	\$11,938	2024
Mid Michigan Big Brothers Big Sisters	MI	\$391,465	Executive Director	\$64,172	\$65,870	2024
Alchemy Inc	OH	\$400,371	Executive Di	\$175,832	\$180,429	2025
Teen Challenge Of South Carolina	SC	\$401,672	Executive Di	\$92,004	\$95,451	2024
Studio Ludo	PA	\$402,086	Exec Director	\$103,803	\$102,943	2024
Daisys House	CA	\$402,839	President	\$2,000	\$1,718	2024
Covenant Pathways	NM	\$405,603	Executive Director	\$41,137	\$44,000	2024
Rick's Place Inc	MA	\$385,376	Exec. Director	\$76,746	\$70,609	2023
Children's Institute Of Watts	CA	\$383,797	President	\$61,573	\$54,436	2023
Mykingstonkids Inc	NY	\$383,422	Executive Director	\$84,984	\$76,369	2024
Youth4youthaz	AZ	\$381,548	Executive Dir	\$154,767	\$148,020	2024
Montgomery County Federation Of Fam	MD	\$409,916	Executive Di	\$65,330	\$60,740	2024
Alpha House	MO	\$379,702	Executive Director	\$43,922	\$45,070	2025
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$57,466	2023
Friends Of Ohana	AZ	\$379,270	Chief Development Officer	\$66,445	\$65,426	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
14th & Chestnut Community Center	IN	\$411,838	Executive Dir.	\$48,631	\$52,507	2023
Interfaith Children's Movement Inc	GA	\$379,178	Executive Di	\$72,000	\$71,994	2024
Child Advocacy Center Of Central Ok Inc	OK	\$413,048	Executive Dir.	\$83,333	\$91,253	2024
Murphy Mentoring Group Inc	IN	\$414,285	President	\$35,001	\$36,706	2024
Magnolia Counseling	CA	\$375,501	President	\$123,850	\$106,353	2024
Campaign For Children And Families	CA	\$374,666	Secretary	\$80,643	\$69,250	2024
Burst Into Books	IL	\$416,668	Executive Director	\$26,000	\$26,170	2023
Crickets Hope Inc	CA	\$420,098	Executive Dir.	\$69,858	\$59,989	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	182 organizations. Compensation range \$17–\$235,344; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$395,541); for reference, expenses \$561,018 and assets \$1,068,641. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Angela Steele, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	77 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 (Angela Steele) 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 182 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,174 is reasonable (approximately the 80th 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.