

# Quad Cities Open Network Inc

Executive Director / CEO

EIN 843550907

IL · NTEE P80

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Cecelia Bailey, Executive Director / CEO** (\$70,508) against **every comparable organization** that fit the selection criteria — **291** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Cecelia Bailey — reported title "DIRECTOR", 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 (P80).

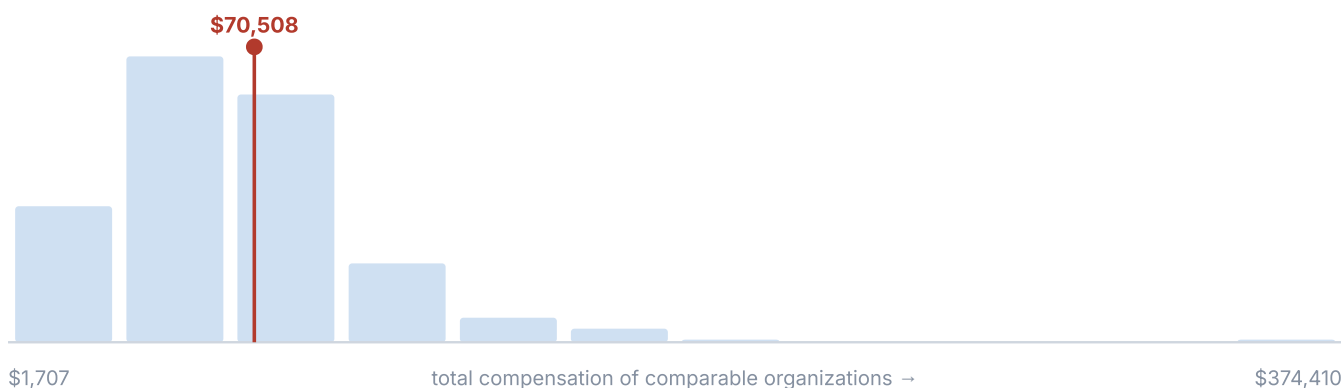
**BUDGET** Total revenue between \$296,948 and \$664,809 — 0.67x to 1.50x the subject's \$443,206 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

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

→ **291** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$21,202	\$42,917	\$62,035	\$82,311	\$104,364	\$70,508
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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 IL 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="#">Circle Of Friends Inc</a>	GA	\$443,345	Supportive Employment Manager	\$43,899	<b>\$43,610</b>	2024
<a href="#">New York State Independent Living</a>	NY	\$442,465	Executive Di	\$83,387	<b>\$74,446</b>	2024
<a href="#">The Guardianship Care Group Inc</a>	FL	\$442,391	Director/employee	\$56,181	<b>\$50,800</b>	2025
<a href="#">Triniteam Inc</a>	WI	\$442,089	Executive Director	\$127,822	<b>\$131,890</b>	2024
<a href="#">Love Overwhelming</a>	WA	\$446,381	Executive Director	\$64,800	<b>\$57,319</b>	2024
<a href="#">Phenomenal She</a>	WA	\$447,261	President And Ceo	\$76,794	<b>\$69,935</b>	2023
<a href="#">Memory Cafe Of The Red River Valley</a>	ND	\$437,624	Executive Director	\$72,446	<b>\$78,548</b>	2024
<a href="#">Horseplay Therapy Center Inc</a>	FL	\$436,405	President	\$67,250	<b>\$62,418</b>	2024
<a href="#">Partnership 4 Hope Inc</a>	NE	\$436,000	Executive Director	\$16,430	<b>\$17,975</b>	2023
<a href="#">Social Creatures Inc</a>	NY	\$435,755	Executive Dir.	\$48,811	<b>\$44,864</b>	2023
<a href="#">Tvec Charitable Foundation Inc</a>	TX	\$450,758	Executive Director	\$175,014	<b>\$172,966</b>	2024
<a href="#">Second Chance Outreach</a>	WA	\$451,205	Executive Dir.	\$88,251	<b>\$83,663</b>	2022
<a href="#">Raise Texas</a>	TX	\$434,313	Executive Director	\$173,217	<b>\$176,247</b>	2023
<a href="#">Ray Of Light Farm Inc</a>	CT	\$434,039	President	\$14,900	<b>\$14,210</b>	2023
<a href="#">Houston Aphasia Recovery Center</a>	TX	\$453,030	Executive Director	\$112,154	<b>\$110,841</b>	2024
<a href="#">Nebraska Indian Child Welfare Coali</a>	NE	\$433,315	Interim Ed	\$56,609	<b>\$60,155</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Diabetes Youth Services</a>	OH	\$453,627	Executive Director	\$43,408	<b>\$45,424</b>	2024
<a href="#">The Arc Of Grays Harbor</a>	WA	\$432,013	Executive Director	\$53,321	<b>\$47,165</b>	2024
<a href="#">Wilf Transport Inc</a>	NJ	\$454,500	President	\$57,000	<b>\$50,281</b>	2024
<a href="#">Wayfaring Band Inc</a>	CO	\$455,251	Executive Director	\$89,786	<b>\$85,060</b>	2024
<a href="#">Rccc Inc</a>	TX	\$455,450	Executive Di	\$96,709	<b>\$95,577</b>	2024
<a href="#">Mad River Valley Ambulance Service</a>	VT	\$430,889	Rescue Coord	\$7,989	<b>\$8,179</b>	2023
<a href="#">Bay Area Womens And Childrens Center</a>	CA	\$456,204	Executive Dir.	\$162,500	<b>\$138,634</b>	2024
<a href="#">Senior Care Of Orange County Inc</a>	NC	\$457,599	Executive Director	\$63,657	<b>\$64,985</b>	2024
<a href="#">Bit Of Hope Ranch Inc</a>	NC	\$428,244	Executive Dir.	\$45,240	<b>\$46,183</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 291 organizations. Compensation range \$1,707–\$374,410; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$443,206); for reference, expenses \$346,239 and assets \$305,979.

**ROLE MATCH** Cecelia Bailey, reported title "*DIRECTOR*", 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** 25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	54 <sup>th</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 (Cecelia Bailey) 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 291 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,508 is reasonable (approximately the 61<sup>st</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.