

Sauk Valley Voices Of Recovery

Executive Director / CEO

This analysis benchmarks the total compensation of **Gaylloyd Lott Jr, Executive Director / CEO** (\$71,337) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

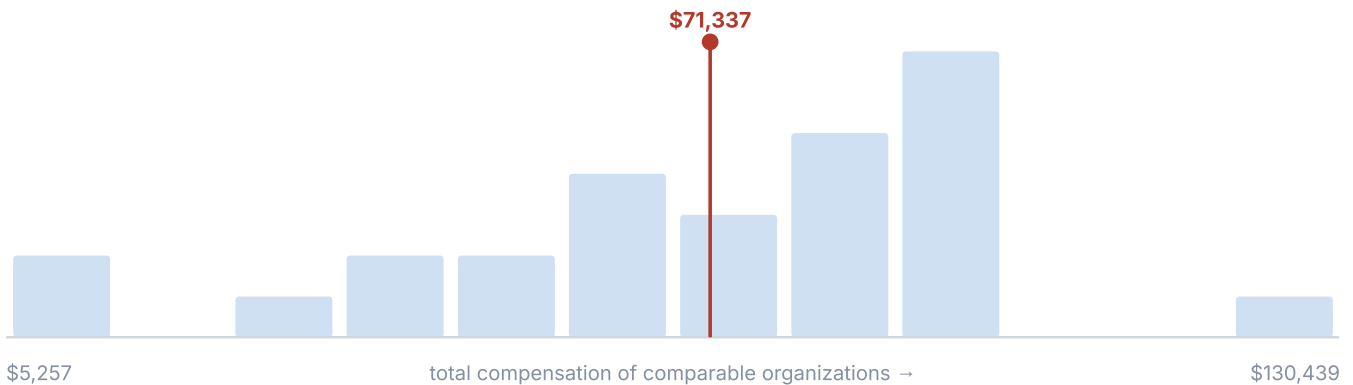
Benchmarked executive: Gaylloyd Lott Jr — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

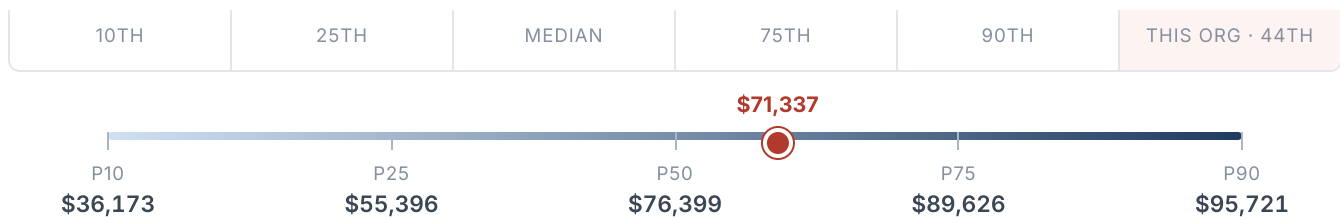
SECTOR	Organizations sharing the subject's NTEE classification (F01).
BUDGET	Total revenue between \$261,888 and \$586,317 — 0.67x to 1.50x the subject's \$390,878 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F01), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,173	\$55,396	\$76,399	\$89,626	\$95,721	\$71,337
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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
Bumble Bee Yoga Community	TX	\$387,428	Executive Di	\$62,630	\$59,459	2024
St Charles Community Care Center Foundation Inc	LA	\$386,632	Executive Director	\$83,255	\$89,577	2023
Family Voices Of Wisconsin Inc	WI	\$380,994	Executive Dir.	\$69,694	\$69,079	2024
Aspen Network Inc	MO	\$379,721	Executive Di	\$76,002	\$76,399	2024
Idaho Federation Of Families For Childrens Mental	ID	\$370,560	Executive Director	\$89,764	\$88,292	2025
Marshmallow's Hope Nonprofit	IL	\$362,070	Executive Di	\$50,000	\$48,031	2023
Sharing Kindness Inc	MA	\$424,272	Executive Dir.	\$101,200	\$86,309	2024
Raices Sagradas Community Mental Health	MN	\$432,677	Executive Director	\$63,924	\$59,948	2024
Iowa Aces 360	IA	\$440,312	Executive Director	\$83,698	\$84,735	2025
Collective Action For Safe Spaces	DC	\$340,790	Executive Director	\$98,460	\$82,002	2024
This Must Be The Place	OH	\$332,462	Secretary	\$44,445	\$45,997	2023
Project Discovery Inc	NV	\$326,616	President	\$70,200	\$66,784	2024
Hope For A Drug Free Stephens Corp	GA	\$320,007	Project Dire	\$33,664	\$32,125	2024
Elyse Fox Club Inc	NY	\$462,922	Ceo	\$107,178	\$94,632	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stay Here Nonprofit Corporation	TN	\$309,238	Ceo	\$97,587	\$97,354	2024
Nami Piedmont Tri-county	SC	\$308,875	Executive Director	\$66,608	\$65,950	2024
Nevada Coalition For	NV	\$296,353	Ceo/president	\$77,000	\$73,252	2024
Project Safety Net	CA	\$293,508	President & Ceo	\$112,896	\$92,522	2024
Justice And Recovery Advocates Inc	MD	\$488,592	Ceo	\$105,067	\$90,823	2025
Total Family Care Coalition	DC	\$495,642	President And Executive Director	\$102,789	\$85,607	2024
Black Mental Health Oregon	OR	\$277,124	Executive Director President	\$143,750	\$130,439	2023
Rebel With A Cause Films	CO	\$276,545	President/executive Director	\$10,000	\$9,369	2023
The Missouri Network For Opiate	MO	\$541,215	Executive Director	\$49,600	\$51,332	2023
Parkinson Place Inc	FL	\$541,842	President	\$5,727	\$5,257	2023
Alliance Of Hope For Suicide Loss	IL	\$556,304	Executive Dir.	\$105,600	\$98,531	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 2022 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.

● Sample, role match & sensitivity

PEER COUNT 27 organizations. Compensation range \$5,257–\$130,439; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$390,878); for reference, expenses \$393,735 and assets \$16,800.
ROLE MATCH	Gaylloyd Lott Jr, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	41 st

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 (Gaylloyd Lott Jr) 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 27 similarly situated organizations (Same NTEE sector (F01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,337 is reasonable (approximately the 44th 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.