

This analysis benchmarks the total compensation of **Douglas Kelly, Executive Director / CEO** (\$34,755) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Douglas Kelly — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

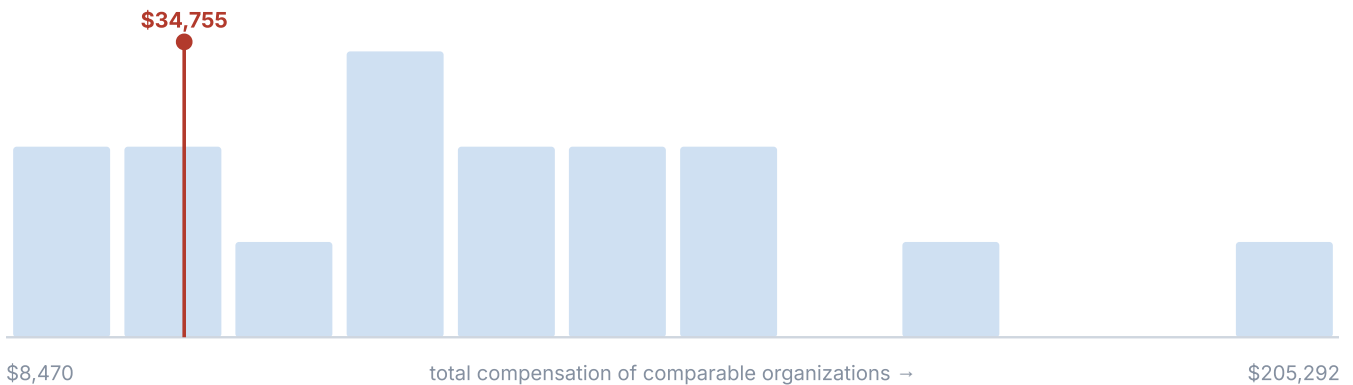
BUDGET Total revenue between \$260,327 and \$582,822 — 0.67x to 1.50x the subject's \$388,548 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + IL + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,858	\$43,527	\$75,936	\$107,546	\$132,064	\$34,755
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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
Emmaus Academy Inc	IL	\$393,287	Secretary	\$17,152	\$18,126	2023
Girls 4 Science	IL	\$380,207	Excutive Dir/secretary	\$70,000	\$71,852	2024
Common Purpose Us Inc	IL	\$429,264	Us Programs Director	\$70,741	\$72,613	2024
The Innovation Foundation Inc	IL	\$345,070	Director	\$200,000	\$205,292	2024
College Mentoring Experience	IL	\$435,967	President	\$28,000	\$29,590	2023
Girls On The Run Of Northwest Illinois	IL	\$334,885	Executive Dir.	\$43,793	\$44,952	2024
Bookwallah Organization	IL	\$314,445	President	\$107,640	\$113,751	2023
Luster Learning Institute Nfp	IL	\$489,765	President Ceo	\$146,500	\$150,376	2024
Tony Kemp Ministries Inc	IL	\$282,013	President	\$58,500	\$61,821	2023
Computer Banc	IL	\$268,034	Executive Dir.	\$75,000	\$79,258	2023
Chicago Pre-college Science And Engineering Program	IL	\$266,198	President And Ceo	\$38,240	\$39,252	2024
Alignment Collaborative	IL	\$516,599	Executive Di	\$99,461	\$102,093	2024
River Oaks Community Education And	IL	\$524,193	Chairman	\$78,769	\$80,853	2024
Leap Learning Systems	IL	\$539,760	Executive Director	\$101,063	\$106,801	2023
Economic Awareness Council	IL	\$564,461	Executive Director	\$103,884	\$109,782	2023
Ray Chinese School	IL	\$574,420	Principal	\$8,252	\$8,470	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 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 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	16 organizations. Compensation range \$8,470–\$205,292; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$388,548); for reference, expenses \$397,134 and assets \$86,019.
ROLE MATCH	Douglas Kelly, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	19 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 (Douglas Kelly) 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 16 similarly situated organizations (Same NTEE sector (B90) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,755 is reasonable (approximately the 19th 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.