

300 For 300

Executive Director / CEO

This analysis benchmarks the total compensation of **Chastity Dotson, Executive Director / CEO** (\$77,268) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Chastity Dotson — 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 (O99).

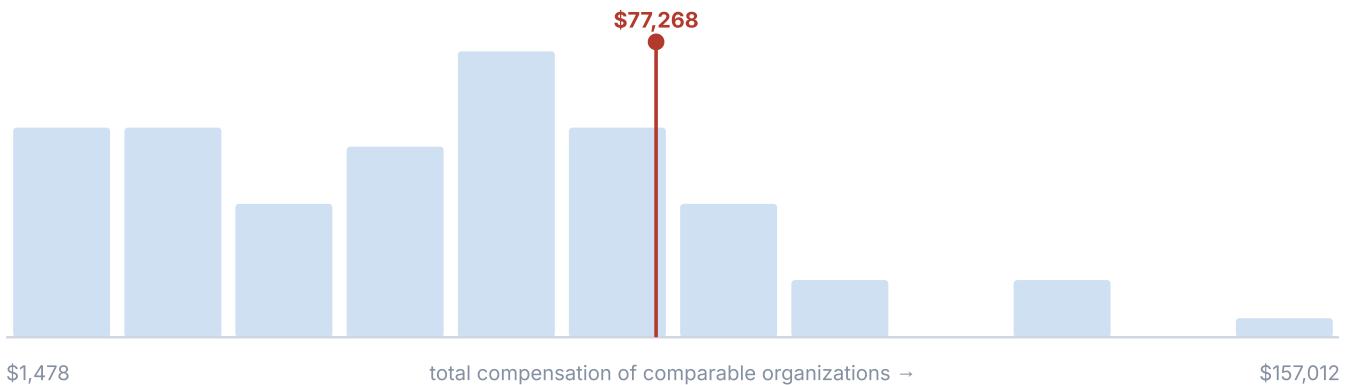
BUDGET Total revenue between \$259,239 and \$580,387 — 0.67x to 1.50x the subject's \$386,925 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,759	\$26,019	\$53,456	\$71,178	\$89,612	\$77,268
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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
The Children Are Our Future	NM	\$387,948	President	\$6,000	\$6,437	2023
Walltown Childrens Theatre	NC	\$390,241	Executive Director	\$18,000	\$18,019	2024
The North Dakota High School Rodeo Association Inc	ND	\$379,751	National Director	\$2,265	\$2,408	2024
Art From Ashes Incorporated	CO	\$379,371	Exec Dir	\$67,157	\$64,232	2023
Seacoast Outright	NH	\$379,006	Executive Director End 10/16/2023	\$52,712	\$48,548	2023
Connecting For Kids Of Westlake Oh	OH	\$397,222	Executive Di	\$49,210	\$50,497	2024
Focusedkids	CO	\$398,476	Executive Director	\$71,500	\$66,423	2024
Life Decisions Inc	IL	\$374,246	Chief Vision	\$35,927	\$34,220	2024
Providence Heights	WA	\$401,941	Chief Program Officer	\$144,498	\$129,040	2023
Restore Assemble Produce	WA	\$403,672	Executive Director	\$78,500	\$68,091	2024
Michael's Daughter Foundation	CA	\$369,362	President	\$14,000	\$12,059	2023
Mnc 1240 Valencia Inc	CA	\$368,991	Treasurer	\$35,919	\$30,937	2023
Actup Theater Inc	CT	\$405,607	Executive Director	\$132,805	\$124,202	2023
Palmisano Foundation Inc	LA	\$367,661	Executive Director	\$73,793	\$78,724	2024
Two Cranes Institute	WA	\$359,544	President & Exec.	\$67,000	\$58,116	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dream Big Basketball Academy	NC	\$359,535	Executive Director	\$50,400	\$50,454	2024
Made For More Foundation Inc	FL	\$359,152	President	\$76,231	\$69,381	2024
Fathers And Families Coalition	UT	\$357,457	Executive Director	\$35,699	\$34,486	2025
Cactus League Baseball Association Inc	AZ	\$353,986	Executive Director - Nonvoting	\$133,350	\$127,919	2023
Run Minnesota	MN	\$352,201	Executive Director	\$56,135	\$53,739	2024
Yours Ministry	VA	\$350,896	President/treasurer	\$60,000	\$56,127	2024
Carolina Winter Ensemble Association Inc	SC	\$423,236	President	\$7,903	\$8,223	2023
Bethpage Discovery Program Inc	NY	\$348,657	Director	\$15,358	\$13,843	2023
So Kids Soar	DC	\$347,935	Executive Dir.	\$104,615	\$91,569	2023
Lexington Fraternal Order Of	KY	\$347,585	President	\$5,000	\$5,204	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 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 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 79 organizations. Compensation range \$1,478–\$157,012; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$386,925); for reference, expenses \$428,517 and assets \$2,912.

ROLE MATCH	Chastity Dotson, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	81 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	76 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 (Chastity Dotson) 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 79 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,268 is reasonable (approximately the 81st 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.