

Bisbee Coalition For The Homeless Inc

Executive Director / CEO

EIN 860782752

AZ · NTEE S80

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Tony Bedolla, Executive Director / CEO** (\$34,323) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

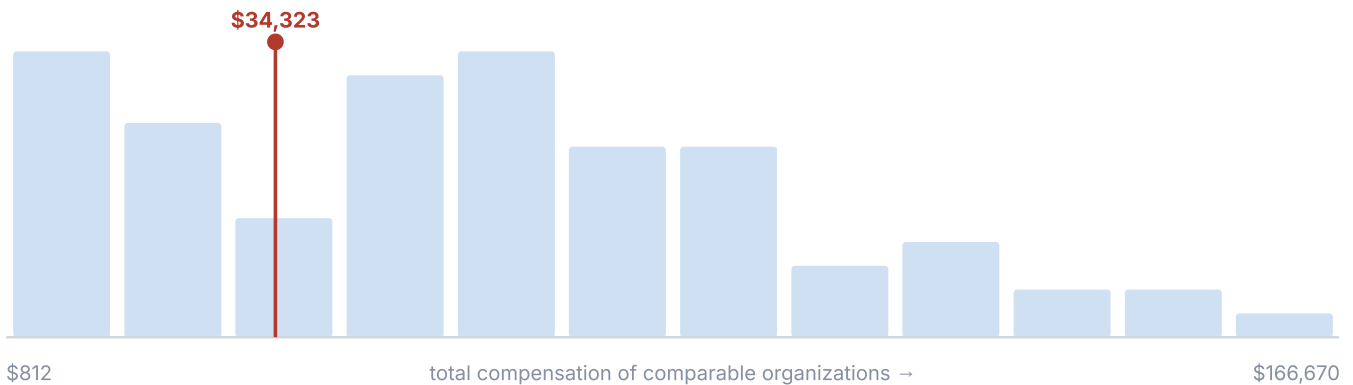
Benchmarked executive: Tony Bedolla — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$236,135 and \$528,661 — 0.67x to 1.50x the subject's \$352,441 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,796	\$26,936	\$57,566	\$83,907	\$112,764	\$34,323
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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 AZ 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
Cape Charles Va Main Street Inc	VA	\$353,828	Executive Director	\$54,705	\$53,347	2024
Share Pregnancy & Infant Loss Support	MO	\$346,445	Executive Director	\$75,187	\$80,428	2024
Marshall County Retired Senior	AL	\$338,219	Former Exec	\$49,164	\$53,643	2024
Punxsutawney Groundhog Club Inc	PA	\$337,519	Executive Di	\$36,635	\$37,988	2023
Baton Rouge Early Childhood Education	LA	\$331,440	Executive Director	\$21,333	\$23,725	2024
Annie's List Training And Engagement Fund	TX	\$328,787	Deputy Director	\$120,500	\$125,335	2023
Helping Florence Flourish	SC	\$327,942	Executive Dir	\$103,540	\$112,316	2023
The Wednesday Club Of St Louis	MO	\$327,754	Executive Director	\$52,271	\$57,566	2023
Esperanto League For North America Inc	CA	\$378,224	Executive Dir.	\$30,000	\$26,936	2023
Florida District Of Kiwanis	FL	\$326,209	Secretary/executive Direct	\$76,350	\$72,440	2024
New York Credit Union Foundation	NY	\$321,776	President / Ceo	\$4,771	\$4,354	2024
C Waldo Scott Center For Hope Inc	VA	\$390,470	Executive Di	\$65,702	\$65,963	2023
Professional Firefighters Of Lake County Local 3990	FL	\$313,013	President	\$16,817	\$15,956	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Head Start Association	OR	\$392,740	Executive Dir.	\$90,045	\$84,455	2024
Community Dispute Resolution Center Inc	NY	\$392,888	Executive Director	\$76,398	\$69,723	2024
Women's Mentoring Network Inc	CT	\$393,469	Executive Director	\$82,500	\$80,432	2023
Gentlemens League	TN	\$310,707	Executive Director	\$9,305	\$10,170	2023
New Hope Resource Center	WA	\$394,474	New Hope Director	\$30,586	\$27,656	2024
Sporting Clays For Charity Inc	NJ	\$310,030	Treasurer	\$875	\$812	2023
Neighbors Plus	MI	\$309,345	Exec Dir	\$51,008	\$54,744	2023
Send Musicians To Prison	TN	\$306,358	President	\$68,100	\$74,431	2023
Kiwanis Club Of Lehigh Acres	FL	\$398,789	Treasurer	\$38,919	\$36,925	2024
Kumu Kahua Theatre Inc	HI	\$305,302	Managing Dir	\$73,780	\$66,714	2024
Mining The Truth	TX	\$304,304	President	\$90,000	\$90,926	2024
Volunteer Center Of Cedar Valley	IA	\$403,233	Executive Director	\$87,185	\$96,414	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 77 organizations. Compensation range \$812–\$166,670; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$352,441); for reference, expenses \$378,833 and assets \$245,475.
ROLE MATCH	Tony Bedolla, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers 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	29 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	22 nd

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 (Tony Bedolla) 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 10, 2026, comparing compensation against 77 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,323 is reasonable (approximately the 29th 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 10, 2026.