

Springfield Pride Parade

Executive Director / CEO

EIN 871620696
 MA · NTEE O01
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Taurean Bethea, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **921** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

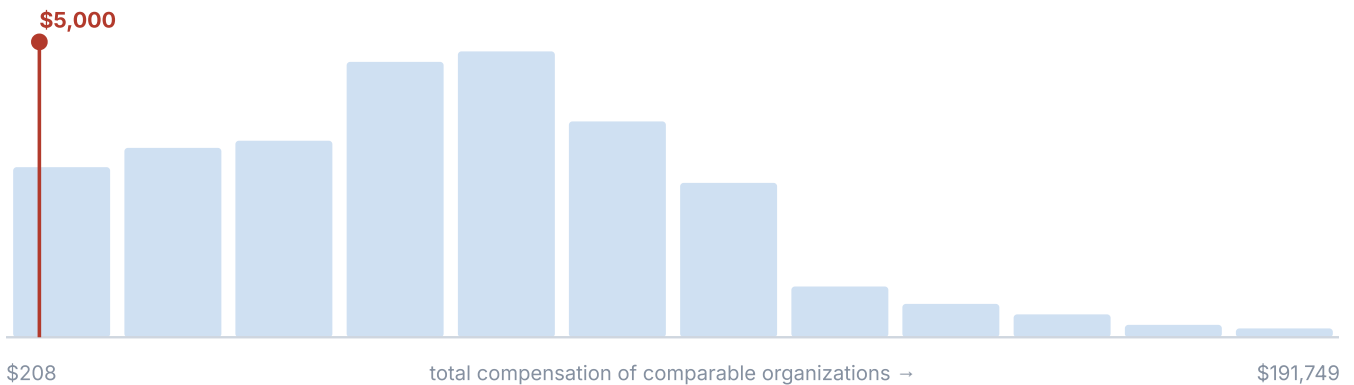
Benchmarked executive: Taurean Bethea — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O01).
BUDGET	Total revenue between \$217,825 and \$487,668 — 0.67x to 1.50x the subject's \$325,112 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

921 organizations qualified on sector, size, and geography → **921** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,635	\$36,169	\$62,999	\$86,238	\$107,364	\$5,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$5,000



● 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 MA 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
Mel's Academy Inc	IN	\$324,994	President/ceo	\$11,152	\$13,433	2024
Crook County Kids Inc	OR	\$324,981	Executive Director	\$56,069	\$59,476	2024
Will Work For Kids Nonprofit Group Inc	FL	\$325,436	Director	\$11,253	\$12,076	2024
Shape Nw Inc	WA	\$324,380	President	\$32,000	\$35,073	2022
Clemson Area Classical Academy	SC	\$323,720	Executive Director	\$12,585	\$14,610	2025
Total Foundation Inc	MD	\$323,666	President & Ceo	\$85,500	\$94,003	2023
Raes Hope Inc	TX	\$323,656	Executive Director	\$18,225	\$21,440	2023
The Cricket Center Inc	MD	\$326,659	Executive Director	\$65,000	\$69,414	2024
Big Brothers Big Sisters Of The	MD	\$326,665	Executive Di	\$76,678	\$81,886	2024
Langley Park Boys & Girls Club Inc	MD	\$326,782	Director	\$10,000	\$10,404	2025
Think Make Live Youth	OH	\$327,001	Chair	\$19,950	\$24,136	2024
West Chester Dance Works	PA	\$322,940	Executive Director	\$28,025	\$31,101	2025
Life Skills Foundation	NC	\$327,556	Executive Director	\$48,717	\$57,499	2024
Cherokee Focus Inc	GA	\$327,594	Ceo And Ex D	\$102,921	\$121,700	2023
Camp Claire Inc	CT	\$327,605	Camp Co-director	\$8,000	\$8,821	2023
Salt N Light Youth Ministry	PA	\$322,609	Director - Creative Arts	\$53,400	\$60,828	2024
Crested Butte Development Team	CO	\$327,642	Director	\$34,000	\$38,340	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Rhode Island	RI	\$327,669	Executive Dir.	\$60,674	\$64,743	2025
Chicago Mobile Makers	IL	\$327,876	Executive Director	\$114,444	\$128,518	2024
Bipoc Apostrophe Foundation	WA	\$322,309	Executive Director	\$83,200	\$87,600	2023
Mid-ohio Youth Mentoring	OH	\$327,923	Executive Di	\$65,069	\$78,723	2024
Deliver Hope Inc	AR	\$322,187	Executive Di	\$38,184	\$50,475	2023
Boys & Girls Club Of The	NE	\$322,069	Ceo	\$7,773	\$9,550	2024
Southeastern Indiana Voices For Children Inc	IN	\$322,067	Exec Dir	\$52,240	\$64,786	2023
Volunteers For Youth Inc	NC	\$321,949	Executive Dir.	\$43,885	\$51,796	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	921 organizations. Compensation range \$208–\$191,749; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$325,112); for reference, expenses \$277,237 and assets \$47,875.
ROLE MATCH	Taurean Bethea, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	3 rd

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 (Taurean Bethea) 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 921 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 3rd 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.