

Stepping Stone Charlottesville

Executive Director / CEO

EIN 873553555

VA · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashely Schneider, Executive Director / CEO** (\$29,998) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Ashely Schneider — reported title "EXEC. DIRECT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P40).

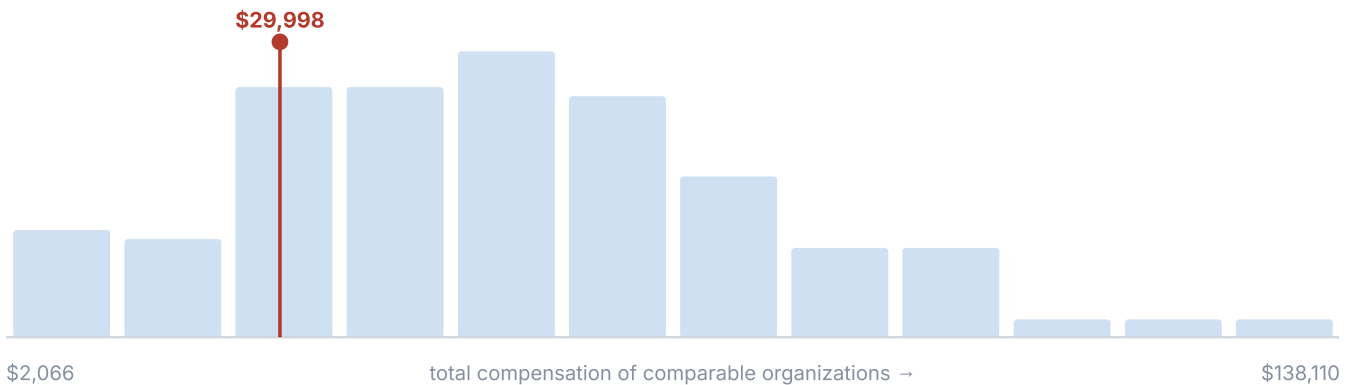
BUDGET Total revenue between \$195,808 and \$438,378 — 0.67x to 1.50x the subject's \$292,252 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography

→ **182** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,334	\$33,772	\$51,516	\$68,567	\$87,950	\$29,998
----------	----------	----------	----------	----------	----------



● 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 VA 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
Mariposa Child Success Programs Inc	MD	\$293,020	President, Cheif Academic	\$99,996	\$99,683	2023
Family Mentor Foundation	OH	\$290,839	Executive Director	\$65,000	\$71,302	2024
Pregnancy Support Center Of Carroll	MD	\$293,769	Executive Dir.	\$57,000	\$55,191	2024
Katie Teets Bradshaw Comfort House Inc	VA	\$290,655	Community Coordinator	\$50,000	\$51,477	2023
The Forward Foundation	TX	\$290,161	President	\$128,807	\$133,445	2024
Crossroads Pregnancy Resource Cente	LA	\$294,825	Executive Di	\$71,750	\$81,826	2024
Neighborlink Porter County	IN	\$288,351	Executive Dir.	\$38,610	\$42,169	2024
Fiesta Thrift Store Inc	AZ	\$297,085	Store Manager	\$30,000	\$29,881	2024
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$46,293	2023
Hustle Mommies	IL	\$287,016	President	\$61,029	\$63,976	2023
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$58,249	2024
Raregivers Inc	CA	\$284,045	President	\$90,585	\$81,012	2024
Ethaar Inc	GA	\$300,589	Executive Director	\$49,039	\$51,068	2024
Vermont Kin As Parents Inc	VT	\$283,791	Executive Director	\$51,249	\$53,424	2024
Valley Hope Counseling Center	VA	\$282,697	Executive Di	\$73,591	\$75,765	2023
Agape Hands	CA	\$282,113	Executive Dir.	\$54,608	\$48,837	2024
Healing House	WV	\$282,095	President	\$46,550	\$50,855	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alpha Womens Center Of Barry County	MI	\$281,304	Executive Director	\$10,640	\$11,710	2023
Hires Family Resources Inc	WA	\$281,281	Co-administrator	\$64,355	\$59,674	2024
Rockwall Grace Center For Family &	TX	\$278,985	Executive Di	\$100,000	\$106,661	2023
Yes 2 Kollege Educational	CA	\$306,956	President & Ceo	\$14,500	\$13,350	2023
Steps Inc	CT	\$277,276	Director	\$16,800	\$16,314	2024
One Love Community Programs Inc	NC	\$276,774	Director	\$31,200	\$33,388	2024
Texas Grandparents Raising Grandchildren Inc	TX	\$276,570	Executive Director	\$38,000	\$39,368	2024
Sisters Haven	OH	\$276,514	Executive Director-management	\$15,675	\$17,703	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	182 organizations. Compensation range \$2,066–\$138,110; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$292,252); for reference, expenses \$147,442 and assets \$221,025. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ashely Schneider, reported title <i>"EXEC. DIRECT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	20 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	18 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 (Ashely Schneider) 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 182 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,998 is reasonable (approximately the 20th 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.