

Hbcyouth Foundation Inc

Executive Director / CEO

EIN 920516915

GA · NTEE P30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Reagan Fresnel, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **175** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

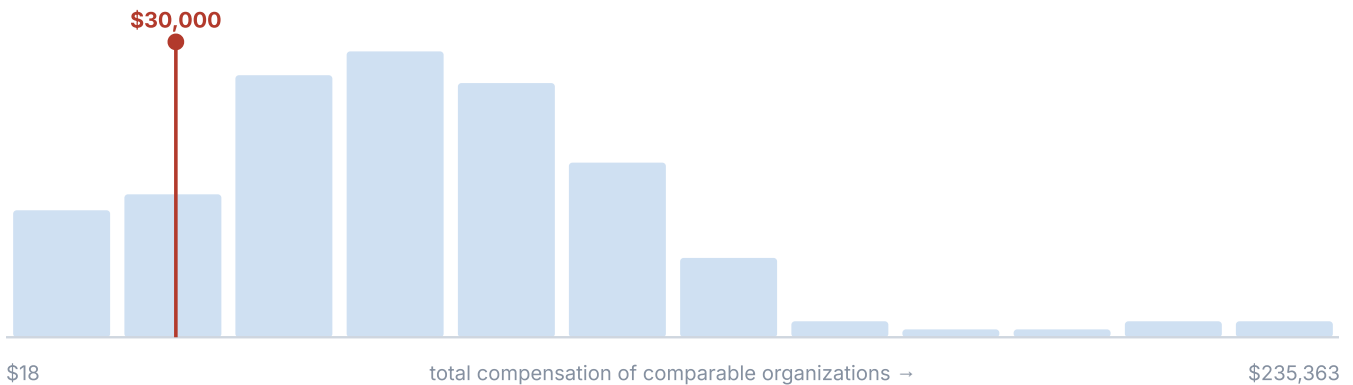
Benchmarked executive: Reagan Fresnel — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$281,472 and \$630,162 — 0.67x to 1.50x the subject's \$420,108 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

175 organizations qualified on sector, size, and geography → **175** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,412	\$47,894	\$71,280	\$95,707	\$117,731	\$30,000
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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 GA 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
Crickets Hope Inc	CA	\$420,098	Executive Dir.	\$69,858	\$59,994	2024
Forget Me Not Childrens Services	CA	\$422,423	Executive Dir.	\$101,912	\$87,521	2024
Burst Into Books	IL	\$416,668	Executive Director	\$26,000	\$26,173	2023
Murphy Mentoring Group Inc	IN	\$414,285	President	\$35,001	\$36,709	2024
Pike Regional Child Advocacy Center	AL	\$426,074	Executive Di	\$64,541	\$69,346	2024
Child Advocacy Center Of Central Ok Inc	OK	\$413,048	Executive Dir.	\$83,333	\$91,260	2024
14th & Chestnut Community Center	IN	\$411,838	Executive Dir.	\$48,631	\$52,511	2023
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$57,470	2023
Allies For Children	PA	\$429,158	Executive Director	\$143,488	\$138,642	2025
Montgomery County Federation Of Fam	MD	\$409,916	Executive Di	\$65,330	\$60,744	2024
Childrens Continuum Of Care	NJ	\$433,716	Executive Direc	\$102,861	\$91,338	2024
Covenant Pathways	NM	\$405,603	Executive Director	\$41,137	\$44,004	2024
Daisys House	CA	\$402,839	President	\$2,000	\$1,718	2024
Studio Ludo	PA	\$402,086	Exec Director	\$103,803	\$102,951	2024
Teen Challenge Of South Carolina	SC	\$401,672	Executive Di	\$92,004	\$95,459	2024
Alchemy Inc	OH	\$400,371	Executive Di	\$175,832	\$180,443	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Raisinghope Inc	CA	\$440,598	Executive Dir.	\$82,750	\$73,164	2023
Resources Inspiring Success And	TX	\$399,121	Executive Dir.	\$12,000	\$11,938	2024
Heartford House Inc	IN	\$442,450	Executive Director	\$84,799	\$88,938	2024
The Shepherd's Crook Ministries Inc	OH	\$397,678	President	\$191,295	\$201,506	2024
Artists Creating Together	MI	\$395,541	Executive Director	\$101,174	\$101,182	2025
Foster Care In The Us Inc	IN	\$393,554	Executive Director	\$68,477	\$71,819	2024
Mid Michigan Big Brothers Big Sisters	MI	\$391,465	Executive Director	\$64,172	\$65,875	2024
Families And Schools Together Inc	WI	\$449,521	Executive Dir.	\$62,500	\$64,917	2024
Mental Health Connection Tarrant Ct	TX	\$453,663	Exec Dir	\$125,156	\$124,512	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	175 organizations. Compensation range \$18–\$235,363; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$420,108); for reference, expenses \$394,805 and assets \$31,344.
ROLE MATCH	Reagan Fresnel, reported title " <i>Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	14 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 (Reagan Fresnel) 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 175 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 15th 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.