

Institute For Peaceable Communities Inc

Executive Director / CEO

EIN 043235656

MA · NTEE B99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Baird, Executive Director / CEO** (\$12,988) against **every comparable organization** that fit the selection criteria — **433** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Rhonda Baird — reported title “President/Executive Director/Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

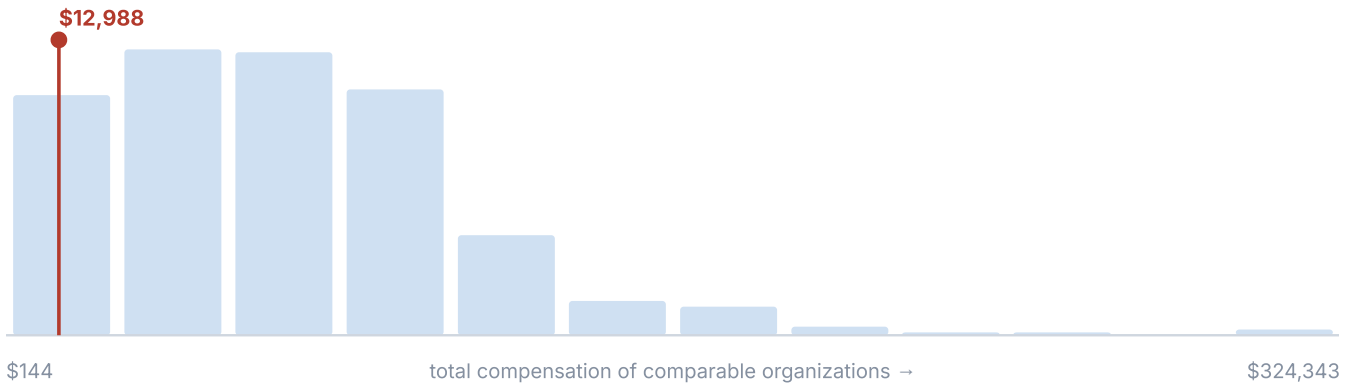
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$214,556 and \$480,349 — 0.67x to 1.50x the subject's \$320,233 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

433 organizations qualified on sector, size, and geography → **433** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,330

\$36,851

\$62,209

\$89,678

\$120,879

\$12,988



■ 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
Chattanooga Outreach	TN	\$320,394	President / Exec. Dir.	\$49,908	\$59,923	2024
Explorium Denton Childrens Museum	TX	\$320,020	Executive Dir.	\$40,080	\$47,149	2023
Dream Bikes Inc	WI	\$320,734	President	\$69,461	\$82,863	2024
Syned	CA	\$320,834	President & Ceo	\$39,000	\$39,604	2023
Tarrant Literacy Coalition	TX	\$320,903	Executive Di	\$67,500	\$77,127	2024
Presence	CA	\$320,913	President	\$10,452	\$10,310	2024
Career Girls	CA	\$321,925	Executive Director	\$122,232	\$120,563	2024
Two Bikes Chattanooga	TN	\$317,905	Ceo	\$38,817	\$46,607	2024
Little Hands Preschool Inc	MD	\$323,107	Executive Director	\$84,800	\$90,559	2024
Philadelphia Learning Collaborative	PA	\$323,500	Executive Di	\$133,851	\$156,974	2023
App Inventor Foundation	CA	\$324,686	Executive Director	\$130,000	\$132,013	2023
Purposeful Growth Institute Inc	CT	\$324,888	Ceo	\$50,025	\$53,577	2024
Chamber Of Commerce - Greater Beloit	WI	\$315,450	Executive Director	\$80,474	\$96,000	2024
Center For Higher Educational Achievement	MI	\$325,257	Executive Director	\$73,917	\$87,149	2024
Sandy Springs Education Force Inc	GA	\$315,023	Executive Dir.	\$46,020	\$52,856	2024
Alaska Farmers Market Association	AK	\$314,909	Co-director	\$43,307	\$47,294	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arizona Human Rights Foundation	AZ	\$325,581	Executive Director	\$135,032	\$171,712	2021
Childrens' Disabilities Information	TX	\$325,779	President	\$45,000	\$52,937	2023
Sisters Working It Out	IL	\$325,802	President	\$65,000	\$72,994	2024
South Carolina Restaurant & Lodging	SC	\$326,945	Executive Dir.	\$3,012	\$3,590	2024
Building Hope Impact Fund Inc	DC	\$327,138	President (Thru 05/23)	\$10,000	\$10,320	2023
Foundation For Mechanical Insulation	VA	\$313,025	Program Manager/lead	\$44,179	\$48,725	2024
California Community Colleges Chief	CA	\$327,645	Executive Dir.	\$19,254	\$18,991	2024
Arvf Corporation The Alicia Rose Victorious Foundation	NJ	\$327,773	President And Co-founder	\$83,615	\$85,275	2024
Northern Berkshire Community	MA	\$311,635	Executive Di	\$88,217	\$90,551	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 **433** organizations. Compensation range \$144–\$324,343; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$320,233); for reference, expenses \$439,638 and assets \$143,246.

ROLE MATCH	Rhonda Baird, reported title " <i>President/Executive Director/Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	9 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 (Rhonda Baird) 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 433 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,988 is reasonable (approximately the 9th 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.