

Source Of Synergy Foundation Inc

Executive Director / CEO

EIN 261592942
 NY · NTEE C99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Diane Williams, Executive Director / CEO** (\$44,996) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

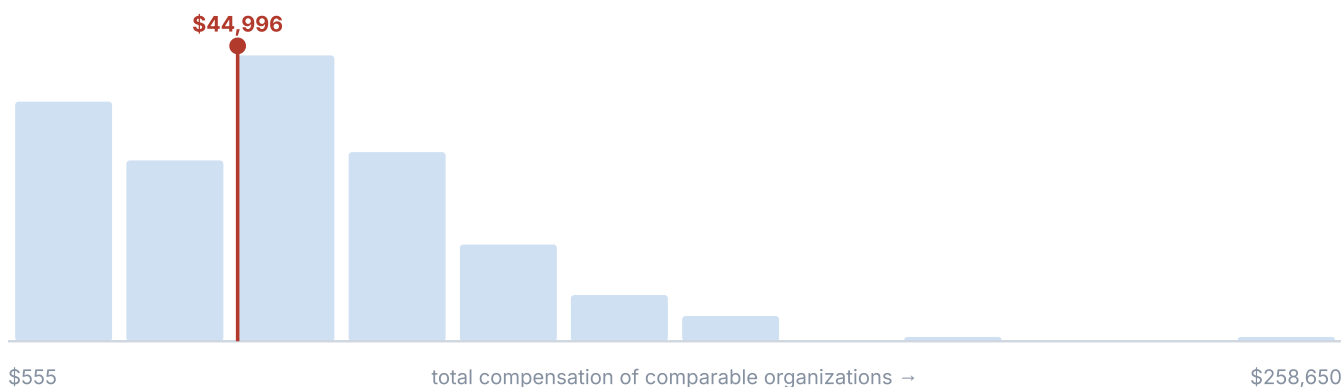
Benchmarked executive: Diane Williams — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C99).
BUDGET	Total revenue between \$97,683 and \$218,694 — 0.67x to 1.50x the subject's \$145,796 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,368	\$26,121	\$51,626	\$75,648	\$98,128	\$44,996
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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 NY 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
Wentworth Watershed Association	NH	\$145,870	Executive Director	\$77,861	\$79,562	2024
The Downstream Project	VA	\$145,658	Executive Director	\$65,076	\$69,535	2024
International Society Of Limnology-sil	NC	\$145,957	Editor In Chief-inland Waters	\$5,000	\$5,717	2024
Shamokin Creek Restoration Alliance	PA	\$145,624	Executive Di	\$19,200	\$21,189	2024
Play For All Foundation Inc	IL	\$146,122	President	\$24,656	\$26,825	2024
Keep Carroll Beautiful	GA	\$146,544	Executive Dir.	\$49,920	\$57,187	2023
Friends Of The Nature Center In Rancocas State Park Inc	NJ	\$144,132	Executive Director	\$22,056	\$21,793	2024
Texas Botanical Gardens And Na	TX	\$147,483	Exec Director	\$26,400	\$30,088	2023
Center For Environmental Law & Policy	WA	\$147,671	Executive Director	\$89,680	\$88,854	2024
The Friends Of Jupiter Beach Inc	FL	\$143,677	Executive Director	\$67,308	\$69,974	2024
Assateague Coastal Trust Inc	MD	\$148,058	Executive Director	\$59,615	\$61,679	2024
The Pennsylvania Pink Zone	PA	\$148,218	Executive Director	\$50,085	\$53,849	2025
Altamaha Riverkeeper Inc	GA	\$148,849	Executive Director	\$77,920	\$86,703	2024
Rosedale Conservancy Inc	DC	\$148,888	Treasurer	\$5,072	\$4,926	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Garden Clubs Inc	TX	\$142,358	Director	\$4,753	\$5,262	2024
Pelican Lakes Conservation Club	MN	\$149,353	Gamb Mgr/dir	\$35,375	\$37,685	2025
Badlands National Park	SD	\$149,803	Executive Director	\$76,635	\$93,597	2024
Keep Florida Beautiful Inc	FL	\$141,524	Executive Di	\$74,235	\$79,456	2023
Citizens For A Better South Florida Inc	FL	\$141,301	Executive Director	\$48,195	\$50,104	2024
The Center For Transformation Inc	NJ	\$150,374	Co-executive Director	\$72,000	\$73,242	2023
Cyclists Of Gitchee Gumees Shores	MN	\$141,113	Executive Director	\$52,500	\$57,409	2024
Cullinan Park Conservancy	TX	\$141,012	Executive Director	\$64,200	\$71,069	2024
Center For Science In Public Participation	MT	\$150,621	President	\$100,949	\$120,423	2024
Fish Reef Project	CA	\$140,925	Executive Director	\$27,000	\$25,801	2024
Alabama's Water Environment Association	AL	\$140,345	Executive Director	\$9,062	\$10,554	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 255 organizations. Compensation range \$555–\$258,650; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$145,796); for reference, expenses \$153,194 and assets \$90,504.
ROLE MATCH	Diane Williams, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	42 nd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	39 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 (Diane Williams) 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 255 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,996 is reasonable (approximately the 42nd 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.