

Connecticut Association Of Realtors

Executive Director / CEO

EIN 264102992
 CT · NTEE B82
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Butts Cynthia, Executive Director / CEO** (\$26,686) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

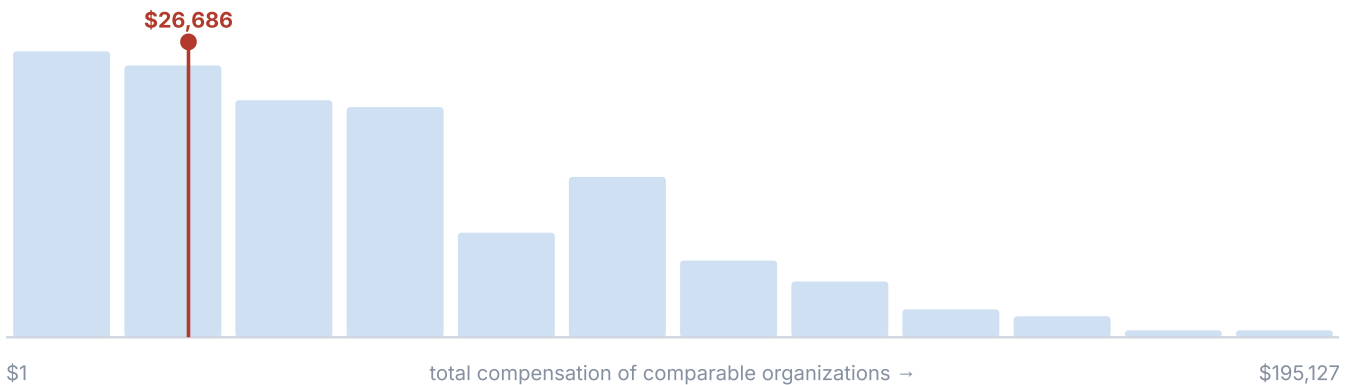
Benchmarked executive: Butts Cynthia — reported title “EX-OFFICIO MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$208,357 and \$466,471 — 0.67x to 1.50x the subject's \$310,981 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

213 organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,694	\$21,872	\$46,922	\$77,697	\$110,633	\$26,686
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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 CT 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
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$46,601	2023
Florida Transportation Builders	FL	\$309,821	Director	\$92,956	\$93,136	2023
Frank Chapman Memorial Institute Inc	NY	\$312,374	Founder	\$27,500	\$25,743	2024
Central Valley Scholars	CA	\$312,387	Director	\$36,040	\$32,239	2024
Project Read	UT	\$309,463	Executive Director	\$51,450	\$54,551	2024
Myintuition Corp	MA	\$307,731	Chief Tech O	\$73,250	\$66,432	2025
Florida Bankers Educational Foundation	FL	\$307,325	Executive Director	\$24,193	\$22,937	2025
Habele Outer Island Education Fund	SC	\$307,215	Executive Di	\$135,000	\$150,209	2023
Sheboygan Public Education Foundation	WI	\$315,310	Co-executive Director	\$29,696	\$33,077	2023
South Sudanese Enrichment For Families	MA	\$315,794	Executive Director & Presi	\$65,000	\$60,509	2024
Miramar College Foundation Inc	CA	\$316,779	College Pres	\$26,256	\$23,487	2024
American College Of Surgeons Foundation	IL	\$304,707	Foundation Execut. Dir (As Of 6/23)	\$8,867	\$9,031	2024
Nurse Practitioner Healthcare Foundation	WA	\$304,532	President	\$24,000	\$22,259	2024
Maine School Of Science And	ME	\$304,316	Executive Di	\$112,142	\$116,329	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
University Club Foundation Inc	DC	\$303,280	Executive Director	\$47,573	\$43,247	2024
Chuck Cooper Foundation	PA	\$318,904	President	\$70,700	\$75,196	2023
School District Of Raytown Ed Foundation	MO	\$302,850	Executive Director	\$44,000	\$49,704	2023
Silver State Education Foundation	NV	\$302,277	Chief Executive Officer	\$55,500	\$57,632	2024
Don Diego Scholarship Foundation	CA	\$302,102	Executive Dir.	\$58,467	\$52,301	2024
Mason Isd Scholarship Foundation	TX	\$300,662	Director	\$2,320	\$2,404	2024
Wisconsin Troopers' Benevolent	WI	\$300,169	Secretary/treasurer	\$540	\$585	2024
Ranger Pride Education Foundation	OR	\$322,238	Trustee	\$1	\$1	2024
Wisconsin Credit Union Foundation Inc	WI	\$299,368	Director	\$44,784	\$48,452	2024
Kids Unlimited Inc	FL	\$298,632	President	\$70,000	\$68,123	2024
American Public Transportation	DC	\$298,069	President And Ceo, Apta	\$68,023	\$63,664	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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	213 organizations. Compensation range \$1–\$195,127; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$310,981); for reference, expenses \$356,378 and assets \$258,941.
ROLE MATCH	Butts Cynthia, reported title "EX-OFFICIO MEMBER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	60 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	31 st
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Butts Cynthia) 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 213 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$26,686 is reasonable (approximately the 31st 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.