

Roland-northern Bridge Company

Executive Director / CEO

EIN 300088452

MD · NTEE B99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Henry Smyth, Executive Director / CEO** (\$154,972) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Henry Smyth — reported title “DIRECTOR”, 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 (B99).

BUDGET Total revenue between \$24,329 and \$54,468 — 0.67x to 1.50x the subject's \$36,312 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,965

\$8,961

\$18,848

\$46,893

\$92,748

\$154,972



● 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 MD 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
Ahu Ili	HI	\$36,344	President	\$38,289	\$35,615	2024
West Dallas Community School Foundation	TX	\$36,355	Executive Director	\$30,958	\$33,124	2023
Blue Rose Compass Inc	NJ	\$36,444	Executive Director	\$225,000	\$208,711	2024
Mtef Community Partners Llc	PA	\$36,060	Executive Director	\$24,231	\$25,105	2024
New Mexico Association Of Community	NM	\$37,264	Executive Di	\$104,493	\$120,213	2023
Parents Connected	CA	\$37,316	Executive Director	\$18,000	\$16,149	2024
Ohio News Media Foundation	OH	\$35,242	Executive Director & Secretary	\$10,100	\$11,114	2024
Language Connects Foundation	VA	\$37,709	Executive Director	\$47,104	\$47,252	2024
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$20,766	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$4,036	2025
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$48,876	2023
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$18,945	2023
Lansing Kansas Scholarship Fund Inc	KS	\$34,342	Treasurer	\$5,000	\$5,613	2024
Every Student Counts Inc	CA	\$38,283	Foundation Manager	\$85,005	\$76,260	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marian Middle School Supporting Organiza	MO	\$34,193	President	\$19,976	\$21,982	2024
Matrona Foundation	NC	\$38,470	Headmistress	\$167,987	\$185,660	2023
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$16,368	2023
Advertising Education Foundation Of	TX	\$33,851	Secretary	\$5,500	\$5,569	2025
Oklahoma Parents For Student	OK	\$39,043	Executive Di	\$112,493	\$128,694	2024
Ipc Education Foundation	IL	\$39,047	President	\$129,837	\$132,615	2024
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$19,334	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$19,579	2023
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$14,505	2024
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$101,080	2023
Maryland Theological College And Seminary	MD	\$32,984	Officer	\$1,299	\$1,299	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **137** organizations. Compensation range \$157–\$471,506; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$36,312); for reference, expenses \$112,582 and assets \$1,437,551. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Henry Smyth, reported title " <i>DIRECTOR</i> ", 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	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Henry Smyth) 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 137 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$154,972 is reasonable (approximately the 96th 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.