

Maryland Association For Parkinson

Executive Director / CEO

EIN 463905854

MD · NTEE H99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Judy Friedman, Executive Director / CEO** (\$29,777) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

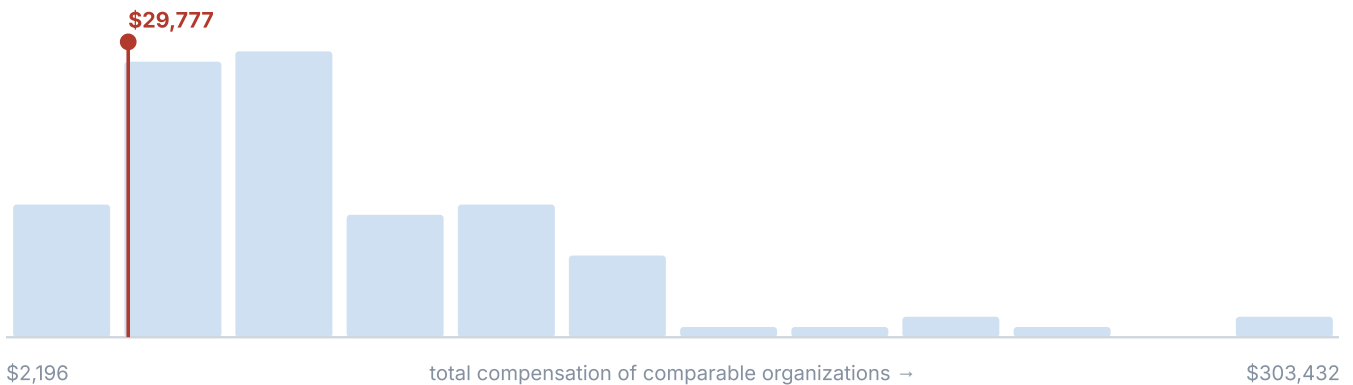
Benchmarked executive: Judy Friedman — reported title "PRES/EXEC DIR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H99).
BUDGET	Total revenue between \$168,945 and \$378,237 — 0.67x to 1.50x the subject's \$252,158 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,558	\$40,377	\$61,350	\$102,887	\$142,749	\$29,777
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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 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
Lizzys Walk Of Faith	MO	\$252,032	President	\$41,600	\$47,129	2024
Laughlin Family Foundation For Rare Canc	MD	\$252,531	Executive Director	\$96,500	\$99,350	2023
Conference For The Model	AZ	\$250,244	Executive Dir.	\$54,644	\$56,211	2024
Can Do Houston	TX	\$255,316	Executive Di	\$59,750	\$63,930	2024
Ibrea Foundation	NY	\$255,669	Director/sec	\$36,000	\$34,796	2024
A Glimmer Of Hope Inc	PA	\$256,560	Executive Director	\$17,800	\$19,548	2023
National Shingles Foundation	NY	\$247,230	President, D	\$86,143	\$85,720	2023
Mcgrorty Foundation	NY	\$257,595	President	\$8,000	\$7,960	2023
Erase Ptsd Now	IL	\$243,859	Executive Di	\$95,000	\$102,850	2023
The Maui Ola Foundation	CA	\$243,078	Executive Dir.	\$61,101	\$58,101	2023
Jastreboff Hearing Disorders Foundation	CT	\$242,804	Founder And Ceo	\$34,184	\$34,283	2024
Neurospring Inc	CA	\$242,650	Bus Mgr/trea	\$135,221	\$124,893	2024
Nbia Disorders Association	TX	\$241,251	President	\$23,333	\$24,965	2024
International Alliance For Phytobiomes	WI	\$265,426	Executive Director	\$60,602	\$69,697	2023
Childrens Airway First Foundation	TX	\$267,498	Director And President	\$40,000	\$44,062	2023
Reed Gastrointestinal Oncology Research	AL	\$236,157	Executive Director	\$75,000	\$89,226	2023
Society Of Metabolic Health	TX	\$235,971	President/board	\$60,000	\$64,198	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Foregut Research Foundation	CO	\$234,701	President	\$32,692	\$34,521	2023
Virginia Cardiac Services Quality Initiative	VA	\$233,175	Executive Director	\$92,500	\$98,353	2023
Sickle Cell Foundation Of Arizona Inc	AZ	\$272,255	President	\$50,000	\$52,954	2023
Neuro-optometric Rehabilitation Asc Inc	TX	\$273,821	Executive Director	\$62,883	\$67,282	2024
National Behavioral Consortium Inc	FL	\$230,000	Coexecutive	\$50,000	\$50,242	2024
Aspen Rhoads Research Foundation Inc	MD	\$275,117	Chief Executive Officer	\$23,700	\$23,700	2024
Medical Staff Of Regional Medical Center	CA	\$275,354	President	\$120,000	\$114,108	2023
Staten Island Heart Society Inc	NY	\$227,531	Executive Director	\$104,673	\$104,159	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 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 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 108 organizations. Compensation range \$2,196–\$303,432; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$252,158); for reference, expenses \$242,795 and assets \$536,376.

ROLE MATCH Judy Friedman, reported title "PRES/EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	13 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	12 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 (Judy Friedman) 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 10, 2026, comparing compensation against 108 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,777 is reasonable (approximately the 13th 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 10, 2026.