

# Integral Steps Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Sara Parkinson, Executive Director / CEO** (\$8,890) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

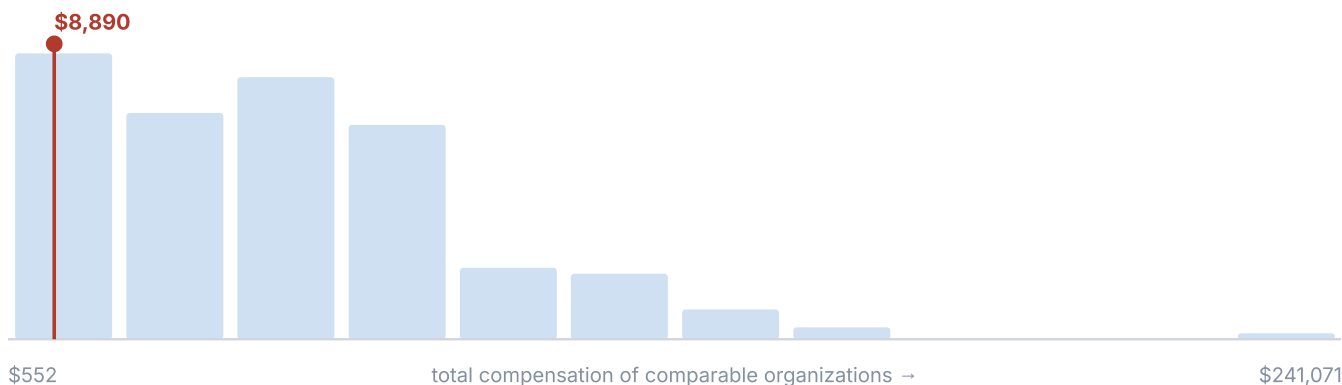
**Benchmarked executive:** Sara Parkinson — reported title “EX OFFICIO, INTERIM EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$106,590 and \$238,635 — 0.67x to 1.50x the subject's \$159,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**197** organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,135	\$21,684	\$45,263	\$69,634	\$97,683	<b>\$8,890</b>
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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 CO 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
<a href="#">Cfg Newco Inc</a>	NY	\$159,797	Executive Director	\$10,585	<b>\$9,975</b>	2024
<a href="#">Family Biz Builder</a>	MS	\$160,005	Ceo	\$19,500	<b>\$22,649</b>	2024
<a href="#">Southwest Education Alliance Inc</a>	NC	\$160,825	Secretary	\$70,000	<b>\$73,486</b>	2025
<a href="#">Creating Positive Relationships Inc</a>	IN	\$157,232	Executive Director	\$52,428	<b>\$56,174</b>	2025
<a href="#">Michigan Interscholastic Press</a>	MI	\$161,452	Executive Director	\$8,100	<b>\$8,719</b>	2024
<a href="#">Cookeville Children's Theatre</a>	TN	\$161,646	Artistic Director	\$31,105	<b>\$35,105</b>	2023
<a href="#">School Mindfulness Project</a>	PA	\$156,248	Founder/ceo	\$54,545	<b>\$58,402</b>	2023
<a href="#">Milwaukee Women Inc</a>	WI	\$163,861	External Engagement	\$62,100	<b>\$69,634</b>	2023
<a href="#">Youth Of The Diaspora</a>	MD	\$154,314	Co Founder	\$21,380	<b>\$20,846</b>	2024
<a href="#">The Ana Grace Project Inc</a>	CT	\$153,958	Executive Director	\$65,000	<b>\$65,436</b>	2023
<a href="#">Family Learning Solutions Inc Co Lori S Melman</a>	MD	\$164,514	Founder & Executive Director	\$50,000	<b>\$48,750</b>	2024
<a href="#">Wonder Institute</a>	WY	\$153,430	Director Of Wonder Lab	\$91,875	<b>\$105,631</b>	2023
<a href="#">Chinese Language School Of Connecticut</a>	CT	\$165,299	Academic Director	\$20,000	<b>\$19,556</b>	2024
<a href="#">Akademia Jana Pawla li - Polish</a>	NJ	\$151,444	Director	\$5,600	<b>\$5,214</b>	2024
<a href="#">Iaapa Foundation</a>	FL	\$151,115	President And Ceo	\$41,231	<b>\$41,588</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Women Empowering Nations Inc</a>	OK	\$150,850	Executive Director	\$66,995	<b>\$76,934</b>	2024
<a href="#">The Fairlight Foundation</a>		\$167,559	Executive Director	\$47,174	<b>\$48,567</b>	2023
<a href="#">Ihsaa Foundation Inc</a>	IN	\$168,393	President	\$30,377	<b>\$34,395</b>	2023
<a href="#">New Leaf Collaborative</a>	CA	\$148,557	Executive Director	\$12,300	<b>\$11,403</b>	2023
<a href="#">The Machon Inc</a>	MD	\$148,077	Director	\$22,566	<b>\$22,002</b>	2024
<a href="#">The Dental Health Theatre Inc</a>	MO	\$148,037	Co-executive Director	\$42,750	<b>\$48,616</b>	2023
<a href="#">The Blink Foundation Inc</a>	FL	\$147,192	President	\$63,000	<b>\$63,545</b>	2023
<a href="#">Taos Institute</a>	OH	\$171,029	President	\$8,010	<b>\$9,109</b>	2023
<a href="#">Claremont Senior Center Inc</a>	NH	\$171,140	Executive Director	\$20,010	<b>\$19,269</b>	2024
<a href="#">Offering Alternative Therapy With Smiles</a>	MI	\$171,225	Executive Director	\$37,000	<b>\$41,005</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	197 organizations. Compensation range \$552–\$241,071; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$159,090); for reference, expenses \$187,933 and assets \$67,258.
ROLE MATCH	Sara Parkinson, reported title <i>"EX OFFICIO, INTERIM EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	8 <sup>th</sup>

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 (Sara Parkinson) 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 197 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,890 is reasonable (approximately the 8<sup>th</sup> 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.