

Walla Walla Valley Disability Network

Executive Director / CEO

EIN 471298237
 WA · NTEE P82
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Knight, Executive Director / CEO** (\$24,420) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

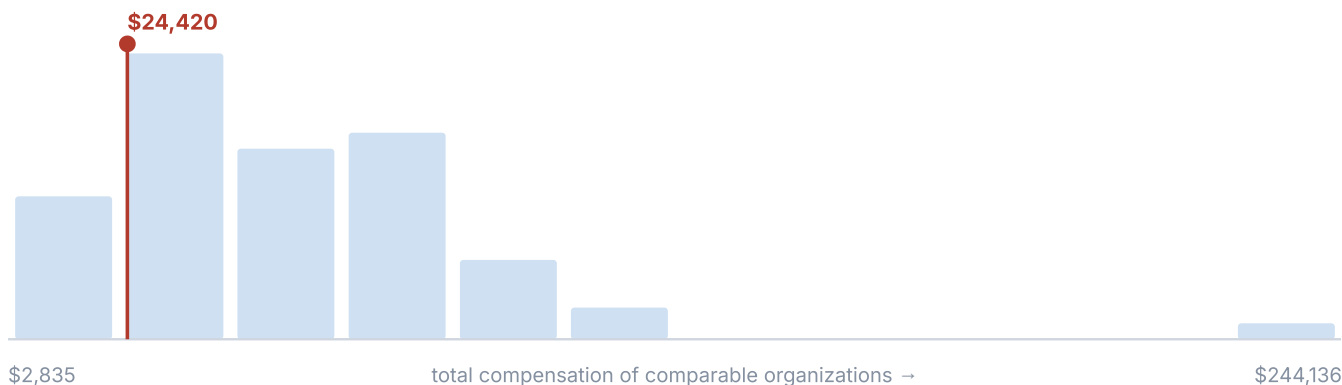
Benchmarked executive: Cynthia Knight — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$136,070 and \$304,636 — 0.67x to 1.50x the subject's \$203,091 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,136	\$27,829	\$48,250	\$70,721	\$88,863	\$24,420
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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 WA 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
Pasadena Supportive Housing	MN	\$204,006	President/tr	\$68,006	\$73,121	2025
Creative Citizen Studios	PA	\$204,801	Executive Di	\$33,889	\$36,774	2025
High Rise Day Habilitation Center	TX	\$201,293	Exec Director	\$38,400	\$44,171	2023
Connectability Inc	GA	\$207,067	Executive Dir.	\$21,900	\$24,595	2024
Suburban Adult Services Foundation Inc	NY	\$198,301	President & Ceo	\$42,362	\$42,756	2024
Reach Me	OH	\$211,029	Executive Director	\$27,500	\$32,533	2024
The Right Path Riding Academy Inc	OK	\$194,904	Director Of Operations	\$34,946	\$42,980	2024
Fraser Independent Living Project Iii	MN	\$212,562	Ceo/secretary	\$25,655	\$28,314	2024
Camp Puzzle Peace	NY	\$213,170	President	\$25,380	\$26,373	2023
Detour Company Theater Inc	AZ	\$193,008	Executive Director	\$31,250	\$32,702	2025
Kane Homes Association	IL	\$189,878	Secretary/treasurer	\$12,317	\$13,925	2023
White Pine Community Training Center	NV	\$216,888	Executive Director	\$46,378	\$51,924	2024
Deaf Service Center Of Lake County	FL	\$187,749	President	\$10,000	\$10,493	2024
Minot Social Club For Exceptional	ND	\$220,117	Executive Director	\$58,000	\$71,093	2024
Friendship Circle Of Atlanta Inc	GA	\$220,508	President	\$55,775	\$62,639	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alaska Association On	AK	\$185,629	Executive Dir.	\$87,500	\$96,197	2023
Mower Council For The Handicapped	MN	\$221,021	Executive Di	\$60,784	\$67,085	2024
Joy Research And Service Center For The Disabled Inc	CA	\$180,850	Co Director	\$15,000	\$14,467	2024
Toby House Iv Inc	AZ	\$227,069	President/ceo	\$31,340	\$33,665	2024
Center For All Abilities Inc	NY	\$227,654	Executive Director	\$40,000	\$40,372	2024
Down Syndrome Association Of Maryland	MD	\$228,905	Executive Dir.	\$67,607	\$70,597	2024
Fraser Independent Living Project Iv	MN	\$177,208	Ceo/secretary	\$25,655	\$28,314	2024
The Arc Of Blair County	PA	\$175,579	Executive Director	\$45,741	\$50,948	2024
Wide Horizons Incorporated	CA	\$230,862	Chief Executive Officer	\$12,500	\$12,412	2023
Ridin High Inc	TN	\$231,541	Program Director	\$57,131	\$69,056	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 60 organizations. Compensation range \$2,835–\$244,136; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$203,091); for reference, expenses \$200,455 and assets \$155,779.

ROLE MATCH	Cynthia Knight, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	18th
Total compensation (D + F), as reported (no adjustments)	22nd
Reportable pay only (column D), adjusted	35th
All sources (D + E + F), adjusted	13th

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 (Cynthia Knight) 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 60 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,420 is reasonable (approximately the 18th 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.