

Big Academy

Executive Director / CEO

This analysis benchmarks the total compensation of **Keronn Walker, Executive Director / CEO** (\$57,257) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

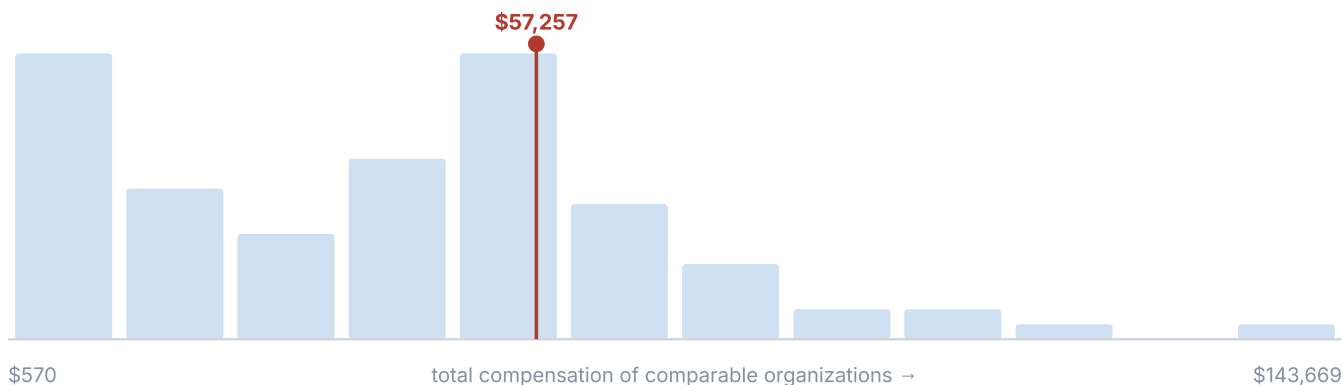
Benchmarked executive: Keronn Walker — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N20).
BUDGET	Total revenue between \$215,017 and \$481,383 — 0.67x to 1.50x the subject's \$320,922 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N20), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,683	\$17,493	\$42,186	\$58,428	\$79,126	\$57,257
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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 IL 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
Edwardsville Arts Center	IL	\$321,401	Executive Director	\$48,000	\$46,623	2024
Ohio Mennonite Camp Association Inc	OH	\$328,853	Director	\$46,753	\$50,369	2023
Delano Athletic Booster Club Inc	MN	\$329,291	Treasurer	\$3,000	\$2,853	2025
Watertown Youth Soccer Association	SD	\$329,908	Executive Di	\$50,600	\$53,751	2025
Salt Lake Climbers Alliance Inc	UT	\$307,239	Executive Di	\$85,200	\$86,153	2024
Central Oak Heights Association	PA	\$306,112	Former Treasurer	\$1,400	\$1,420	2023
Feliciana Retreat And Conference Center Inc	LA	\$305,864	Executive Director	\$73,679	\$80,156	2024
Camp Opportunity Incorporated	MD	\$305,621	Executive Director	\$110,000	\$101,605	2024
Occohannock On The Bay Inc	VA	\$336,537	Camp Directo	\$54,874	\$52,347	2024
Northern Lights Figure Skating Club Inc	MN	\$304,434	Treasurer	\$599	\$570	2025
Healing Farm Ministries	SC	\$301,409	Executive Di	\$63,302	\$65,246	2024
Camp Eeshay Of Nj Inc	NJ	\$341,460	Trustee	\$5,000	\$4,411	2024
Barnyball	WA	\$300,057	President	\$74,350	\$67,709	2023
Red Bank Outdoor Academy	CA	\$343,877	Secretary	\$24,750	\$21,739	2023
Recreation Unlimited	CA	\$297,394	President	\$74,025	\$63,153	2024
Nami Lehigh Valley	PA	\$295,595	Executive Director	\$59,922	\$60,782	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woods & Water Christian Retreat Inc	OH	\$293,911	Executive Di	\$60,859	\$63,685	2024
Florida Foundation For Special	FL	\$349,570	Chief Executive Officer	\$24,427	\$23,341	2023
Pine Grove Fish & Game Protective Assoc	PA	\$291,581	President	\$1,171	\$1,153	2024
Why Not Now Inc	IL	\$290,721	Executive Director	\$57,115	\$55,476	2024
Living Waters Ministries Inc	NY	\$290,063	President	\$45,000	\$41,362	2023
Central New York Baptist Youth Camp Inc	NY	\$290,010	Executive Director	\$58,791	\$52,487	2024
Carry On Foundation	UT	\$289,920	Executive Di	\$22,250	\$23,163	2023
Camp Putnam Inc	MA	\$352,128	Director	\$11,750	\$10,163	2025
Camp Tuckabatchee Inc	IL	\$289,205	Executive Director	\$60,000	\$58,279	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 87 organizations. Compensation range \$570–\$143,669; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$320,922); for reference, expenses \$324,422 and assets \$58,160.

ROLE MATCH Keronn Walker, reported title *"President & CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	70 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	66 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 (Keronn Walker) 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 87 similarly situated organizations (Same NTEE sector (N20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,257 is reasonable (approximately the 70th 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.