PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

T1d Exchange Supporting Foundation Inc

Executive Director / CEO

EIN **475074602**
MA · NTEE U11
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **David Walton, Executive Director / CEO** ($16,218) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 19th percentile of comparable organizations

below the typical range for comparable organizations

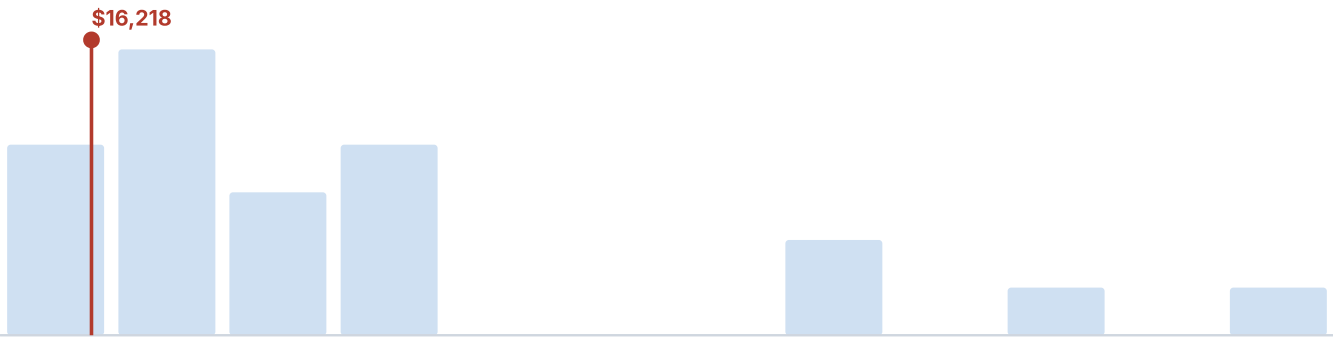
> **Benchmarked executive:** David Walton — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U11).
BUDGET	Total revenue between $65,355 and $146,317 — 0.67× to 1.50× the subject's $97,545 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



$3,032 — total compensation of comparable organizations → — $195,150

$6,869	$25,301	$39,363	$59,888	$124,837	$16,218

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 MA 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
Academic Advisory Council For Signage	OH	$88,180	Executive Director	$50,000	**$57,242**	2024
Epigenix Foundation	CA	$108,281	President / Ceo / Board Chairman	$29,750	**$28,587**	2023
Foundation Of The Flora Of Virginia	VA	$85,195	Executive Dir.	$50,000	**$50,838**	2025
Seg Foundation	OK	$83,883	Secretary	$23,143	**$28,359**	2023
Interacademy Partnership Inc	DC	$112,355	Executive Director	$159,844	**$156,093**	2023
Cyberhawaii	HI	$112,792	President &	$129,000	**$124,837**	2024
Chemical Engineering Division Of Asee	OH	$81,883	Editor	$6,000	**$6,869**	2024
Cyberauto Challenge	MD	$117,581	Treasurer	$3,000	**$3,032**	2024
Science Journal For Kids	TX	$117,776	Officer/director	$23,400	**$25,301**	2024
The Geological Engineering Foundation	CA	$118,651	Director	$6,500	**$6,246**	2023
Space Frontier Foundation Inc	DC	$123,469	Director	$41,500	**$39,363**	2024
404 Dao Inc	GA	$126,200	Secretary & Chief Operatio	$40,879	**$44,428**	2024
Oklahoma Bioscience Institute	OK	$127,423	Imci Managing Director/president	$25,697	**$30,585**	2024
Tmt Observatory Corporation	CA	$132,115	Manager Of Awards And Budgets	$209,085	**$195,150**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Haskell-org Inc	DE	$136,256	Executive Director	$115,236	**$121,962**	2024
Institute For Population Health Sciences	IL	$136,832	Director	$7,000	**$7,438**	2024
Third Place Technologies	WA	$138,157	Gallery Manager	$19,594	**$19,522**	2023
Aerospace States Association Inc	VA	$139,216	Executive Director	$55,000	**$57,401**	2024
Qualia Research Institute	CA	$140,681	President & Executive Director	$64,164	**$59,888**	2024
Girl Develop It	VT	$141,110	Executive Dir.	$57,711	**$64,641**	2023
Engineering Biology Research Consortium	CA	$143,080	President	$32,367	**$31,102**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	**21** organizations. Compensation range $3,032–$195,150; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($97,545); for reference, expenses $136,630 and assets $6,954,379. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	David Walton, reported title *"CHIEF EXECUTIVE OFFICER"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS	4 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	**19th**
Total compensation (D + F), as reported (no adjustments)	**19th**
Reportable pay only (column D), adjusted	**0th**
All sources (D + E + F), adjusted	**95th**

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 (David Walton) 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 21 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $16,218 is reasonable (approximately the 19th 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.