

This analysis benchmarks the total compensation of **Charles Symington, Executive Director / CEO** (\$58,522) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Charles Symington — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B82Z).

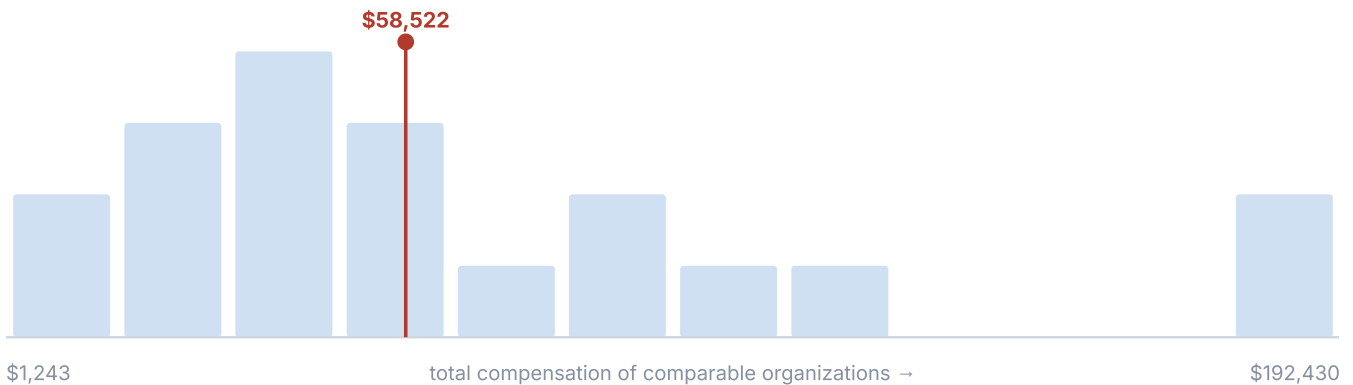
BUDGET Total revenue between \$2,799 and \$6,268 — 0.67x to 1.50x the subject's \$4,179 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,073	\$32,374	\$49,728	\$90,768	\$136,814	\$58,522
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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 VA 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="#">Regional Division Inc</a>	WI	\$4,336	President/ceo	\$172,803	<b>\$192,430</b>	2023
<a href="#">Sage Future Inc</a>	DE	\$3,975	Acting Director	\$87,895	<b>\$91,767</b>	2023
<a href="#">Little Lambs Children's Center</a>	OH	\$4,408	Administrator	\$84,000	<b>\$89,769</b>	2025
<a href="#">Midtown Youth Academy</a>	DC	\$3,937	President/executive Direct	\$43,900	<b>\$39,898</b>	2024
<a href="#">Academy Global Learning</a>	TX	\$3,869	Trustee	\$1,200	<b>\$1,243</b>	2024
<a href="#">Kipp Metro Atlanta Opportunity Fund Inc</a>	GA	\$3,860	Ceo	\$33,706	<b>\$36,137</b>	2023
<a href="#">The Webb Schools Real Estate Fund</a>	CA	\$4,514	Trustee	\$201,754	<b>\$185,761</b>	2023
<a href="#">Knowledge Standards Foundation</a>	OH	\$3,775	President	\$86,283	<b>\$97,444</b>	2023
<a href="#">Rancho Santiago Community College</a>	CA	\$3,443	Executive Director	\$41,807	<b>\$38,493</b>	2023
<a href="#">Nevada Vision Foundation</a>	NV	\$3,375	Coo	\$72,000	<b>\$72,820</b>	2025
<a href="#">Mississippi Charter Schools Association</a>	MS	\$3,160	Former Executive Director	\$108,000	<b>\$124,577</b>	2024
<a href="#">Dudley Square Realty Corporation</a>	MA	\$3,151	Treasurer/chief Of Operations	\$30,741	<b>\$28,610</b>	2024
<a href="#">Frankie Casseb Youth Literacy Club</a>	TX	\$5,235	Director	\$24,000	<b>\$25,599</b>	2023
<a href="#">Michigan Biotechnology Institute</a>	MI	\$2,936	President & Chair	\$58,630	<b>\$64,527</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Simonds Music And Technology Founda</a>	CA	\$5,532	Treasurer	\$10,375	<b>\$9,040</b>	2025
<a href="#">Ever Scouts Education Foundation</a>	DE	\$5,539	Executive Di	\$50,000	<b>\$52,203</b>	2023
<a href="#">Ib Fund Us Inc</a>	DC	\$5,800	Board Member	\$24,400	<b>\$22,831</b>	2023
<a href="#">Blue Line Foundation</a>	TX	\$6,000	Officer	\$48,000	<b>\$49,728</b>	2024
<a href="#">String Theory Corporation</a>	PA	\$6,220	Ceo	\$44,482	<b>\$47,299</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	19 organizations. Compensation range \$1,243–\$192,430; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$4,179); for reference, expenses \$16,888 and assets \$940,857. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Charles Symington, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Charles Symington) 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 19 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,522 is reasonable (approximately the 58<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.