

Positive Strides Inc

Executive Director / CEO

EIN 521784328

MD · NTEE Z99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kim Thomas, Executive Director / CEO** (\$53,838) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

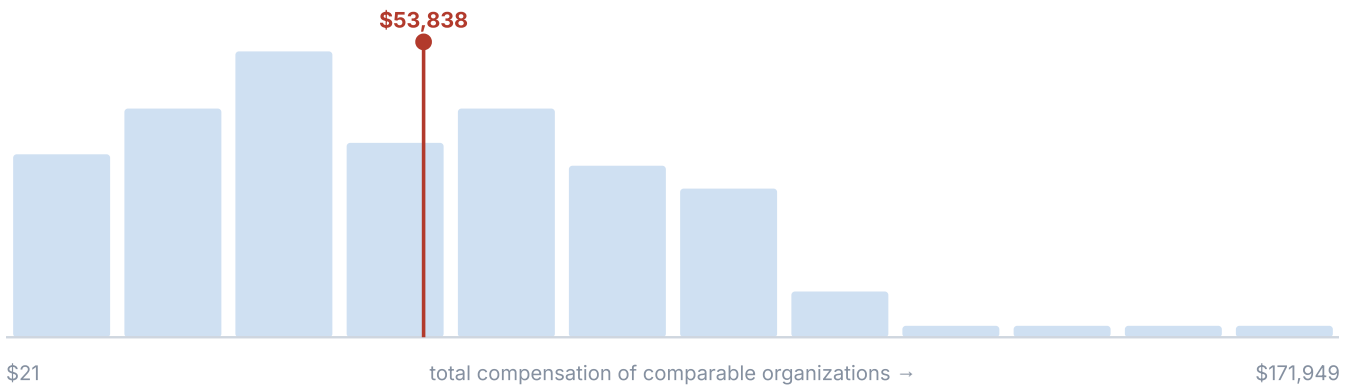
Benchmarked executive: Kim Thomas — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$118,322 and \$264,900 — 0.67x to 1.50x the subject's \$176,600 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

134 organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,260	\$26,695	\$47,256	\$73,118	\$93,160	\$53,838
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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 MD 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
Mag Institute For Excellence	GA	\$176,780	Executive Director	\$14,102	\$15,167	2024
Kid Possible Inc	WA	\$175,638	Ceo	\$87,500	\$83,794	2024
Haven Of Hope & Opportunity Inc	PA	\$180,000	Executive Director	\$20	\$21	2024
Breast Cancer Recovery Foundation Inc	WI	\$173,075	Executive Director	\$44,400	\$49,598	2024
Commencement Bay Rowing Club	WA	\$180,158	Vice President	\$6,131	\$5,871	2024
Community Foundation Land Trust	CA	\$181,270	President	\$32,789	\$31,179	2023
Cpad Chinese Parents	CA	\$181,704	Secretary	\$1,220	\$1,127	2024
Project Share Li Inc	NY	\$170,756	Executive Director	\$70,564	\$70,217	2023
Reinbeck Firemen Inc	IA	\$170,322	Chief	\$720	\$868	2023
Park Ridge Housing	MN	\$169,709	Ceo - Three	\$40,031	\$43,558	2023
Cal-earth Inc	CA	\$184,753	Secretary	\$21,000	\$19,396	2024
Casa Of Rochester-monroe County Inc	NY	\$185,413	Executive Director (Thru 11/2023)	\$55,809	\$53,942	2024
Common Ground Dispute Resolution Inc	NY	\$166,483	Executive Director	\$68,000	\$64,031	2025
Friends Of Nicole 50 50 Mentoring Collaborative	KY	\$186,825	Ceo/president	\$25,000	\$28,729	2024
Virtuosi Of Houston	TX	\$187,972	Executive Director	\$65,808	\$72,492	2023
Etaria Inc	NY	\$188,732	Director	\$35,795	\$34,597	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reconciliation Outreach Inc	FL	\$163,645	President	\$42,000	\$42,203	2024
Northwest Therapeutic Riding Center	WA	\$190,810	Program Director	\$14,400	\$13,790	2024
Urbi Et Orbi Communications Inc	VA	\$161,855	Board Secretary	\$45,356	\$48,226	2023
Organic Acidemia Association Corporation	MN	\$161,337	Executive Dir.	\$45,000	\$47,561	2024
Women In Development Of Greater	MA	\$192,394	Managing Dir	\$121,510	\$113,783	2025
Spark Thomasville Inc	GA	\$192,436	Executive Director	\$72,100	\$77,543	2024
San Gabriel Housing Foundation	CA	\$160,300	Ceo	\$61,000	\$58,005	2023
Project Crossroads	VA	\$192,994	Executive Di	\$37,676	\$40,060	2023
Michigan Coalition For Responsible Gun Owners	MI	\$193,036	Executive Director	\$84,000	\$95,478	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 134 organizations. Compensation range \$21–\$171,949; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$176,600); for reference, expenses \$192,981 and assets \$796,023.

ROLE MATCH Kim Thomas, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 22 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	54 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	41 st

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 (Kim Thomas) 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 134 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,838 is reasonable (approximately the 54th 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.