

Catalytic Communities Inc

Executive Director / CEO

EIN 522266240

MD · NTEE B99

FY ending 2021-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Theresa Williamson, Executive Director / CEO** (\$38,400) against **every comparable organization** that fit the selection criteria — **413** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

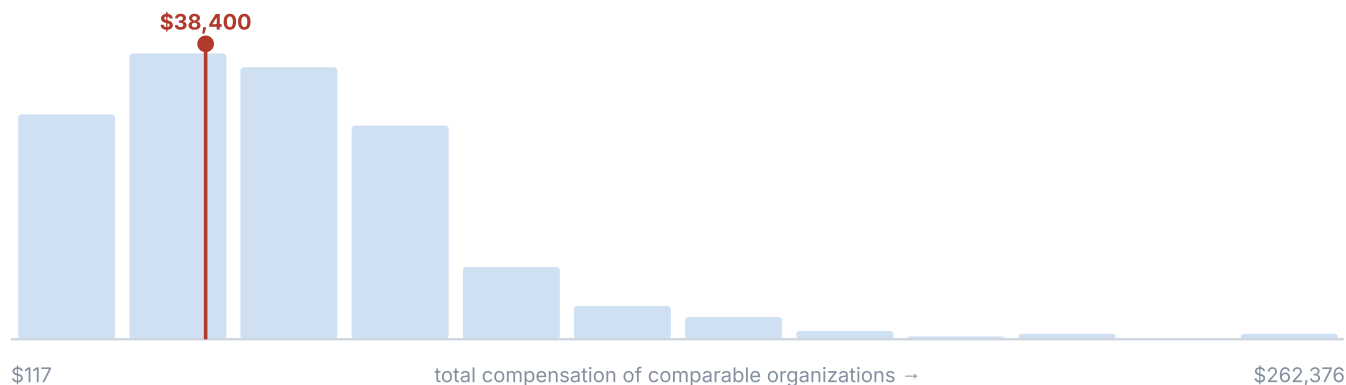
Benchmarked executive: Theresa Williamson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$189,706 and \$424,716 — 0.67x to 1.50x the subject's \$283,144 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

413 organizations qualified on sector, size, and geography → **413** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$12,732	\$28,612	\$48,475	\$70,073	\$96,201	\$38,400
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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
Harvardwood	CA	\$283,355	Executive Director	\$49,032	\$39,123	2024
Washington Career And Technical Sports Medicine Association	WA	\$282,916	Executive Director	\$34,450	\$27,766	2025
Crsa	CO	\$282,709	Executive Director	\$162,356	\$148,102	2023
Douglass Leadership Institute Inc	MD	\$283,603	President	\$5,000	\$4,447	2023
All Saints' Episcopal School Of Fort	TX	\$282,677	Head Of School	\$33,050	\$30,548	2024
Rainy River Community College Foundation	MN	\$283,918	Foundation Executive Director	\$18,053	\$16,484	2024
Bentonville Public School Foundation	AR	\$281,857	Executive Director	\$75,000	\$80,200	2023
Women Of Color Foundation	OH	\$284,642	Chairwoman & Founder	\$52,034	\$52,429	2023
Management & Organizational Behavior	FL	\$281,337	Executive Dir.	\$77,355	\$69,131	2023
Private Schools Interscholastic Assn Inc	TX	\$285,532	Executive Director	\$75,000	\$69,324	2024
The Thrive Network	CO	\$280,673	Executive Director	\$77,584	\$68,742	2024
Veritas Christian School Inc	OK	\$280,605	President	\$25,000	\$26,188	2023
Montessori Schools Of Washington	WA	\$285,921	Teacher	\$84,291	\$67,936	2025
Louisiana Pediatric Cardiology	LA	\$285,991	Director Of Operations	\$63,600	\$66,624	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heritage Ranch Inc	WA	\$286,054	Executive Director	\$49,172	\$41,882	2023
Marshalllese Youth Of Orange County	CA	\$286,120	Executive Director	\$48,204	\$38,462	2024
The Channel Inc	VA	\$280,042	Chief Executive Officer	\$46,420	\$42,639	2023
Greater Omaha Alliance	NE	\$287,052	Executive Director/ceo	\$110,000	\$112,552	2023
Hua Xia South Chinese School Inc	NJ	\$279,100	Vice Principal	\$2,000	\$1,607	2025
Ibtta Foundation	DC	\$278,451	Staff Liaison	\$72,925	\$59,133	2024
Teacher Education Division Of The	VA	\$278,269	Executive Director	\$67,200	\$61,727	2023
Hudson River Park Mothers Group Org	NY	\$278,260	Director	\$130,000	\$105,749	2025
California Academy	CA	\$278,224	Executive Director	\$18,780	\$14,985	2024
Eastern Communication Association	PA	\$277,734	Executive Di	\$15,000	\$13,822	2024
Georgia Council Of Teachers Of	GA	\$288,639	Executive Di	\$6,500	\$6,039	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2021 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 **413** organizations. Compensation range \$117–\$262,376; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$283,144); for reference, expenses \$154,431 and assets \$179,391. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Theresa Williamson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	37 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	33 rd

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 (Theresa Williamson) 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 413 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,400 is reasonable (approximately the 37th 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.