

Ridin High Inc

Executive Director / CEO

EIN 621752021

TN · NTEE P82

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Linda J Bird, Executive Director / CEO** (\$57,131) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

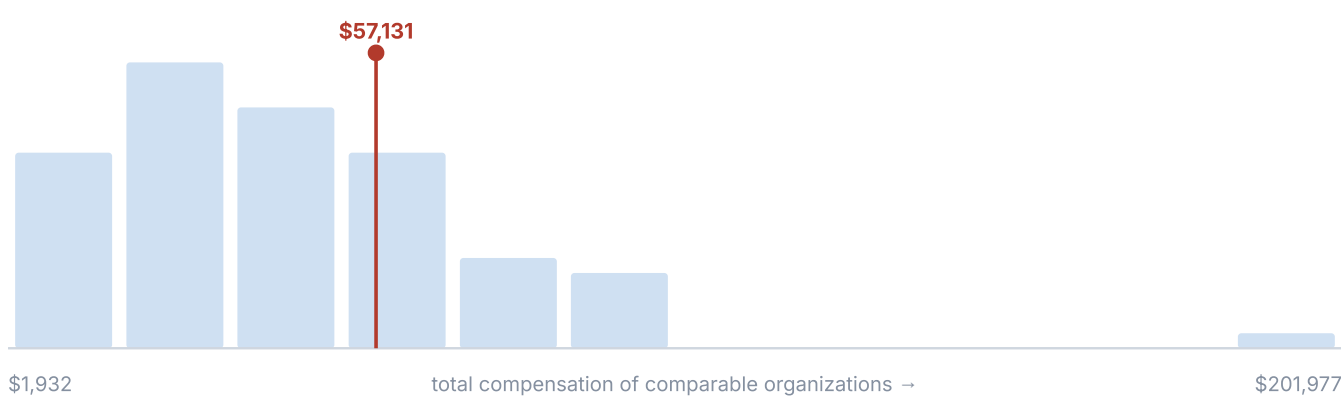
Benchmarked executive: Linda J Bird — reported title “PROGRAM DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$155,132 and \$347,311 — 0.67x to 1.50x the subject's \$231,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,009	\$20,863	\$39,505	\$58,816	\$80,309	\$57,131
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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 TN 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
Wide Horizons Incorporated	CA	\$230,862	Chief Executive Officer	\$12,500	\$10,269	2023
Joshuas Place Early Learning & Enrichment Center Inc	MD	\$232,456	Executive Director	\$45,728	\$39,505	2024
Down Syndrome Association Of Maryland	MD	\$228,905	Executive Dir.	\$67,607	\$58,406	2024
Center For All Abilities Inc	NY	\$227,654	Executive Director	\$40,000	\$33,400	2024
Toby House Iv Inc	AZ	\$227,069	President/ceo	\$31,340	\$27,852	2024
Next Step Farms	AL	\$236,519	Ceo	\$40,400	\$40,331	2024
Hillyard Senior Center	WA	\$237,810	Executive Dir.	\$62,530	\$51,732	2024
Mower Council For The Handicapped	MN	\$221,021	Executive Di	\$60,784	\$55,500	2024
Happyfeatorg Of Georgia Inc	GA	\$242,189	Executive Director	\$51,450	\$47,803	2024
Friendship Circle Of Atlanta Inc	GA	\$220,508	President	\$55,775	\$51,822	2024
Minot Social Club For Exceptional	ND	\$220,117	Executive Director	\$58,000	\$58,816	2024
White Pine Community Training Center	NV	\$216,888	Executive Director	\$46,378	\$42,957	2024
Camp Puzzle Peace	NY	\$213,170	President	\$25,380	\$21,818	2023
Fraser Independent Living Project Iii	MN	\$212,562	Ceo/secretary	\$25,655	\$23,425	2024
Reach Me	OH	\$211,029	Executive Director	\$27,500	\$26,915	2024
Alstrom Syndrome International	MD	\$253,997	President	\$16,500	\$14,675	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Watch Care Inc	FL	\$254,439	President	\$35,000	\$31,280	2023
Connectability Inc	GA	\$207,067	Executive Dir.	\$21,900	\$20,348	2024
Creative Citizen Studios	PA	\$204,801	Executive Di	\$33,889	\$30,423	2025
Mi-journey	MI	\$258,518	Executive Director	\$59,472	\$56,724	2024
Pasadena Supportive Housing	MN	\$204,006	President/tr	\$68,006	\$60,493	2025
Walla Walla Valley Disability Network	WA	\$203,091	Former Executive Director	\$24,420	\$20,203	2024
High Rise Day Habilitation Center	TX	\$201,293	Exec Director	\$38,400	\$36,543	2023
Down Syndrome Network Of Montgomery County Inc	MD	\$261,838	Executive Director	\$46,800	\$40,431	2024
Hanover Arc Inc	VA	\$263,583	Executive Director	\$18,375	\$16,879	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 73 organizations. Compensation range \$1,932–\$201,977; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$231,541); for reference, expenses \$205,965 and assets \$780,012.

ROLE MATCH Linda J Bird, reported title "*PROGRAM DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 16 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	73 rd
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	53 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 (Linda J Bird) 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 10, 2026, comparing compensation against 73 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,131 is reasonable (approximately the 73rd 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 10, 2026.