

Stanford Campus Residential Leaseholders

Executive Director / CEO

EIN 770297144
 CA · NTEE B431
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Kingsley, Executive Director / CEO** (\$157,500) against the **2000** closest of **2,734** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations **above the 90th percentile — board review recommended**

Benchmarked executive: Cynthia Kingsley — 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 (B431).

BUDGET Total revenue between \$180,110 and \$403,231 — 0.67x to 1.50x the subject's \$268,821 (the band tightens as size grows).

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

2,734 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,093

\$27,376

\$52,328

\$78,421

\$109,175

\$157,500



● 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 CA 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
Native Nations Education Foundation	HI	\$268,809	Executive/project Director	\$72,100	\$74,756	2024
Capital Foundation Of New York Inc	NY	\$268,835	President And Director	\$4,603	\$4,817	2024
Indiana American Family	IN	\$268,785	Executive Di	\$111,227	\$135,837	2024
Cabot Christian School	AR	\$268,929	President	\$2,250	\$2,929	2024
The Claymont Foundation Inc	OH	\$268,956	Financial Secretary	\$6,000	\$7,359	2024
Citysquash Support Corporation	NY	\$268,677	President	\$44,709	\$46,787	2024
Little Friends Preschool	WA	\$268,967	President	\$67,221	\$69,697	2024
Native Agriculture Education Fellowship Program	ND	\$268,969	Executive Director	\$100,298	\$131,232	2023
Client Assistance Program	WA	\$269,011	Executive Director	\$91,650	\$95,026	2024
Jenny Lynn Elementary Of Pennsylvania	PA	\$269,016	Director	\$2,000	\$2,310	2024
Pullman Tech Workshop	IL	\$268,572	Officer	\$24,333	\$27,704	2024
Woodbourne Center Charitable Trust	MN	\$269,070	Ceo & President	\$32,642	\$37,353	2024
Maestromeetings Inc	PA	\$268,549	Officer	\$18,786	\$21,695	2024
Progressive Learning Academy For Young Childrearily Childhood Center	MI	\$269,096	Director	\$38,677	\$53,516	2021
Dcro Institute	OH	\$268,519	President And Ceo	\$52,646	\$66,482	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Samuel School	PA	\$268,506	Principal	\$132,381	\$148,943	2025
Ignite Classical School	LA	\$268,464	Head Of School	\$4,251	\$5,421	2024
Carrollton Public Library	MO	\$269,204	Library Dire	\$49,572	\$60,804	2024
Shelburne Nursery School	VT	\$268,432	Executive Dir.	\$38,335	\$43,533	2025
Upstart Crow Studios	OR	\$268,389	Artistic Director	\$45,000	\$49,825	2023
Mandarin Academy	CA	\$269,316	Vice President And Lead Teacher	\$113,420	\$113,420	2024
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$103,249	2024
Jireh Homeschool Cooperative	TN	\$269,424	President	\$16,950	\$20,101	2025
Girard Public Library	KS	\$268,214	Library Dire	\$52,136	\$65,228	2024
Tbi Warrior Foundation	TX	\$268,167	President	\$7,000	\$8,349	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 2000 organizations. Compensation range \$1–\$618,042; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$268,821); for reference, expenses \$283,415 and assets \$282,979.

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

RELATED-ORG PAY 203 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 61 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	97 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	90 th

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 (Cynthea Kingsley) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,500 is reasonable (approximately the 97th 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.