

# Beyond Diversity Resource Center Inc

Executive Director / CEO

EIN 800017933  
 NJ · NTEE B99  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Robin Parker, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

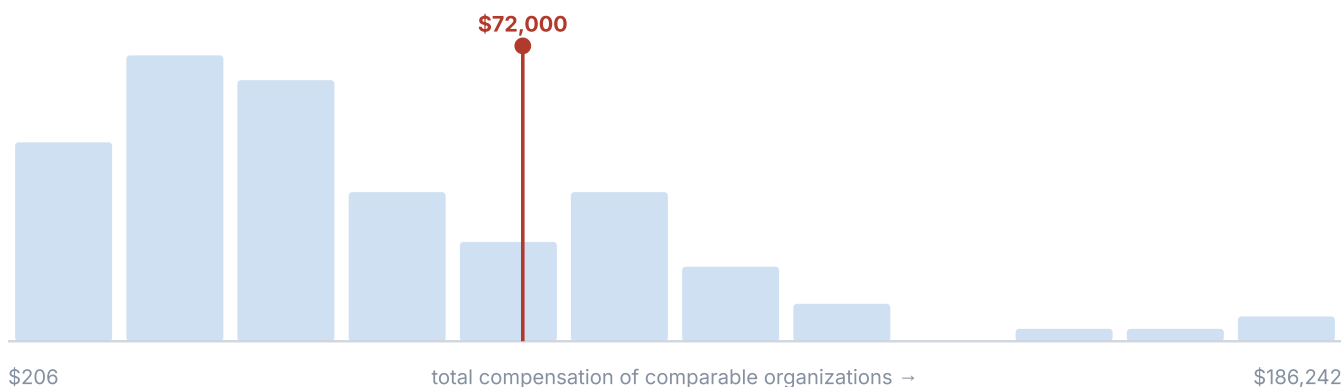
**Benchmarked executive:** Robin Parker — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$91,674 and \$205,242 — 0.67x to 1.50x the subject's \$136,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**105** organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,127	\$18,445	\$41,567	\$75,998	\$97,537	\$72,000
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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 NJ 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="#">Greenwood Womens Center</a>	SC	\$136,336	Executive Di	\$36,625	<b>\$41,567</b>	2024
<a href="#">Isis Hawaii</a>	HI	\$135,730	President	\$31,400	<b>\$31,487</b>	2023
<a href="#">Southeastern Ct Chinese School</a>	CT	\$135,480	Principal	\$1,650	<b>\$1,639</b>	2025
<a href="#">Cultivatus Leadership Institute</a>	NC	\$135,415	President	\$32,625	<b>\$37,756</b>	2023
<a href="#">Needs Beyond Medicine</a>	UT	\$135,027	Founder/ceo	\$37,000	<b>\$42,414</b>	2023
<a href="#">The Financial Education And Economic Transformation Center</a>	CO	\$135,000	Executive Director	\$15,000	<b>\$16,109</b>	2023
<a href="#">The Harry L Dougherty And Sakae K</a>	CA	\$138,680	Executive Dir.	\$9,827	<b>\$9,504</b>	2023
<a href="#">North Texas Capacity Builders</a>	TX	\$133,687	Executive Director	\$38,500	<b>\$41,896</b>	2024
<a href="#">Teach For Ethiopia Inc</a>	VA	\$140,294	President	\$81,166	<b>\$87,775</b>	2023
<a href="#">Century Association Archives Foundation</a>	NY	\$140,365	Executive Director	\$89,395	<b>\$87,879</b>	2024
<a href="#">Mathematics Education Collaborative</a>	WA	\$132,569	Ceo	\$58,000	<b>\$55,036</b>	2025
<a href="#">Cliquepoint Data Foundation</a>	OH	\$141,860	Executive Director	\$36,750	<b>\$42,345</b>	2024
<a href="#">Fiberglass Reinforced Plastics</a>	MA	\$141,886	Executive Director & Presi	\$65,000	<b>\$65,421</b>	2023
<a href="#">Zane Access Co</a>	GA	\$130,539	Founder, Chair	\$44,611	<b>\$50,239</b>	2023
<a href="#">Sachem Professional Development Inc</a>	NY	\$130,134	Tech Director	\$22,000	<b>\$21,070</b>	2025
<a href="#">Beavercreek Freedom Academy</a>	OH	\$144,948	Board Member	\$15,786	<b>\$18,189</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tri-state Area Tuition Mission</a>	OH	\$127,906	President	\$23,750	<b>\$27,366</b>	2024
<a href="#">Pacific Rim Education Foundation Inc</a>	HI	\$146,806	Director And Secretary	\$39,463	<b>\$38,437</b>	2024
<a href="#">Developing Radio Partners Inc</a>	DC	\$147,429	President & Ceo	\$70,000	<b>\$68,800</b>	2023
<a href="#">School For Esoteric Studies Inc</a>	NC	\$150,630	Executive Director	\$30,090	<b>\$33,824</b>	2024
<a href="#">Military Intelligence Corps Association Inc</a>	AZ	\$150,680	Director Of Finance	\$34,131	<b>\$36,764</b>	2023
<a href="#">Hawaii Restaurant Association Educational Foundation</a>	HI	\$150,849	Executive Director	\$25,885	<b>\$25,211</b>	2024
<a href="#">San Diego Rhythmic Gymnastics Academy</a>	CA	\$122,800	Head Coach	\$25,400	<b>\$25,572</b>	2022
<a href="#">Quality Texas Foundation</a>	TX	\$121,181	Ceo	\$84,333	<b>\$89,408</b>	2025
<a href="#">Sweet Onion Christian Learning</a>	GA	\$120,925	Executive Di	\$35,457	<b>\$38,785</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	105 organizations. Compensation range \$206–\$186,242; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$136,828); for reference, expenses \$178,184 and assets \$99,615.
ROLE MATCH	Robin Parker, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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** 3 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	65 <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 (Robin Parker) 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 105 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 74<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.