

Parents Connected

Executive Director / CEO

This analysis benchmarks the total compensation of **Synitha Walker, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Synitha Walker — 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 (B90).

BUDGET Total revenue between \$25,001 and \$55,974 — 0.67x to 1.50x the subject's \$37,316 (the band tightens as size grows).

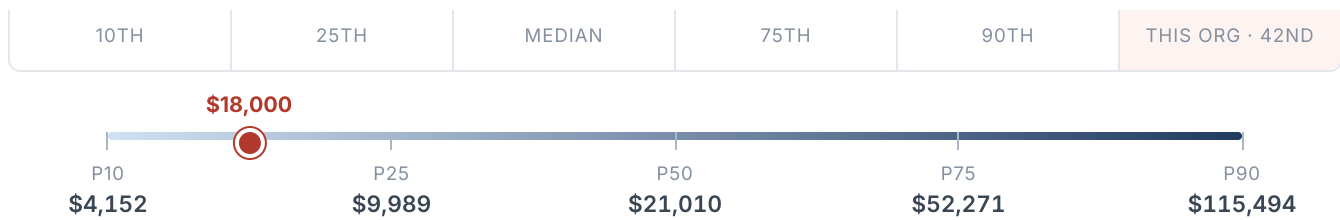
GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,152	\$9,989	\$21,010	\$52,271	\$115,494	\$18,000
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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 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
New Mexico Association Of Community	NM	\$37,264	Executive Di	\$104,493	\$133,998	2023
Language Connects Foundation	VA	\$37,709	Executive Director	\$47,104	\$52,670	2024
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$23,148	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$4,499	2025
Blue Rose Compass Inc	NJ	\$36,444	Executive Director	\$225,000	\$232,645	2024
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$54,480	2023
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$21,118	2023
West Dallas Community School Foundation	TX	\$36,355	Executive Director	\$30,958	\$36,922	2023
Every Student Counts Inc	CA	\$38,283	Foundation Manager	\$85,005	\$85,005	2024
Ahu Ili	HI	\$36,344	President	\$38,289	\$39,699	2024
Roland-northern Bridge Company	MD	\$36,312	Director	\$154,972	\$172,742	2023
Matrona Foundation	NC	\$38,470	Headmistress	\$167,987	\$206,951	2023
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$18,245	2023
Mtef Community Partners Llc	PA	\$36,060	Executive Director	\$24,231	\$27,984	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oklahoma Parents For Student	OK	\$39,043	Executive Di	\$112,493	\$143,451	2024
Ipc Education Foundation	IL	\$39,047	President	\$129,837	\$147,823	2024
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$21,551	2024
Ohio News Media Foundation	OH	\$35,242	Executive Director & Secretary	\$10,100	\$12,388	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$21,824	2023
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$16,168	2024
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$112,671	2023
Capo Beach Christian School	CA	\$39,858	President	\$67,650	\$65,906	2025
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$12,928	2023
Our Turn Action Network Inc	NY	\$39,938	Ceo	\$41,926	\$45,170	2023
Nemra Education Foundation	IN	\$39,974	Secretary/president	\$15,346	\$18,741	2024

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 **137** organizations. Compensation range \$175–\$525,575; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$37,316); for reference, expenses \$58,927 and assets \$121,234. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Synitha Walker, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	42 nd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	35 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 (Synitha Walker) 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 137 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 42nd 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.