

Shawnee Bridges Out Of Poverty Inc

Executive Director / CEO

EIN 815083402

OK · NTEE S20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tiffany Walker, Executive Director / CEO** (\$47,434) against **every comparable organization** that fit the selection criteria — **279** 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

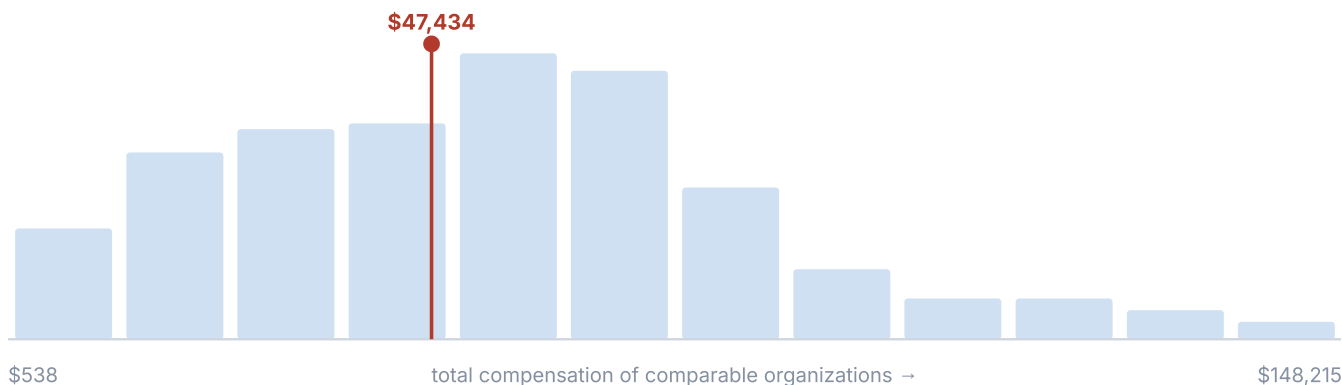
Benchmarked executive: Tiffany Walker — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$173,851 and \$389,220 — 0.67x to 1.50x the subject's \$259,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

279 organizations qualified on sector, size, and geography → **279** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,220	\$32,022	\$55,148	\$71,694	\$91,982	\$47,434
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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 OK 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
Hope Enterprise Inc	KS	\$259,379	Executive Director	\$20,000	\$19,059	2024
Sonoma County Black Forum	CA	\$258,567	Co-sec/treasure	\$17,069	\$13,001	2024
Centro Lancaster Ltd	PA	\$258,455	President/ceo	\$10,251	\$9,017	2024
Eight Mile Boulevard Association Inc	MI	\$258,416	Executive Director	\$60,375	\$53,553	2025
The West Atlantic Redevelopment Coalition Inc	FL	\$260,579	Board Chairman	\$8,000	\$6,629	2024
Mission Hill Main Streets Inc	MA	\$257,548	Executive Director	\$78,746	\$64,263	2023
Broad Ripple Village Association	IN	\$261,845	Executive Di	\$75,541	\$70,270	2024
River Valley Community Outreach Center	CA	\$256,621	President	\$121,180	\$95,028	2023
Vine Neighborhood Association	MI	\$262,730	Executive Di	\$67,919	\$61,838	2024
Lifeline Community Development Corporation Of Merced County	CA	\$255,931	Executive Director	\$4,500	\$3,529	2023
People Of The Sacred Land	CO	\$255,385	Executive Di	\$84,200	\$71,218	2024
Homer-cortland Community Agency Inc	NY	\$264,626	Executive Director	\$72,500	\$59,496	2023
Greater Port Washington Business	NY	\$254,031	Executive Dir.	\$61,700	\$49,180	2024
Project Success Of Eastern Bureau County Inc	IL	\$253,217	Director	\$22,643	\$20,216	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lubec Community Outreach Center Inc	ME	\$252,397	Executive Di	\$64,213	\$56,718	2024
Raton Mainstreet Inc	NM	\$267,245	Executive Director	\$50,000	\$46,215	2025
Clarke Square Neighborhood Initiative In	WI	\$251,547	Executive Director	\$90,000	\$82,911	2024
One Economy Financial Development Corp	IA	\$251,013	Executive Director	\$87,923	\$84,920	2024
Beloved Community Ministries Inc	GA	\$268,315	Executive Dir.	\$14,485	\$13,227	2023
Select Cobb Inc	GA	\$250,355	Executive Director	\$28,018	\$24,850	2024
Univercity Family Community Development Corporation	TN	\$250,000	Executive Director	\$30,000	\$27,816	2024
Pine Hill Indian Community Development Initiative	SC	\$250,000	Board Member	\$23,756	\$21,298	2025
Northville Community Chamber Of Commerce	MI	\$249,595	Executive Director	\$76,373	\$67,744	2025
Keep Durham Beautiful Inc	NC	\$249,590	Executive Director	\$108,293	\$101,618	2023
Workwell	CO	\$249,042	Board Member	\$106,525	\$92,763	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	279 organizations. Compensation range \$538–\$148,215; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$259,480); for reference, expenses \$182,860 and assets \$194,466.
ROLE MATCH	Tiffany Walker, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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)	35 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	38 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 (Tiffany 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 9, 2026, comparing compensation against 279 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,434 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 9, 2026.