

Capacity Catalyst

Executive Director / CEO

EIN 825417593

TX · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarojani Mohammed Phd, Executive Director / CEO** (\$40,625) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Sarojani Mohammed Phd — 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).

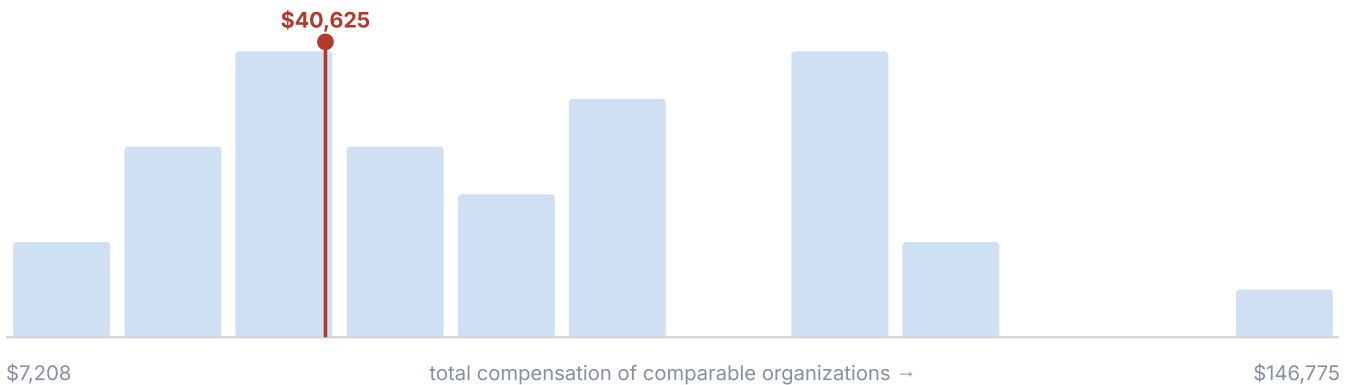
BUDGET Total revenue between \$199,767 and \$447,241 — 0.67x to 1.50x the subject's \$298,161 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + TX + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,508	\$34,139	\$55,365	\$88,660	\$99,605	\$40,625
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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 TX 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
Pegasus Media Project	TX	\$301,363	Co-founder Exec Dir	\$55,978	\$52,970	2025
Red Salmon Arts	TX	\$293,557	Executive Dir.	\$62,700	\$60,901	2024
Mapping Your Future	TX	\$293,043	Director	\$101,280	\$101,280	2023
Private Schools Interscholastic Assn Inc	TX	\$285,532	Executive Director	\$75,000	\$72,848	2024
All Saints' Episcopal School Of Fort	TX	\$282,677	Head Of School	\$33,050	\$32,102	2024
We Defend Truth	TX	\$276,840	Founder & Ceo	\$72,800	\$72,800	2023
Explorium Denton Childrens Museum	TX	\$320,020	Executive Dir.	\$40,080	\$40,080	2023
Tarrant Literacy Coalition	TX	\$320,903	Executive Di	\$67,500	\$65,563	2024
Winners Inc	TX	\$271,992	President/director	\$100,000	\$97,131	2024
Childrens' Disabilities Information	TX	\$325,779	President	\$45,000	\$45,000	2023
Southern Bible Institute & College	TX	\$333,859	President	\$93,643	\$93,643	2023
Swan Impact Network Inc	TX	\$262,320	Executive Director	\$23,000	\$22,340	2024
Cedar Hall Classical Academy	TX	\$253,308	President	\$7,617	\$7,208	2025
Association Of Paroling Authorities	TX	\$251,327	Executive Director	\$19,900	\$19,900	2023
Byrne Institute	TX	\$249,283	Executive Director	\$70,000	\$70,000	2023
The Knitting Guild Association	TX	\$349,095	Pres & Exec Dir	\$39,933	\$38,787	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Si Se Puede Schools	TX	\$350,000	Exec Directo	\$146,775	\$146,775	2023
The Texas Diversity Council	TX	\$354,062	Ceo	\$91,279	\$88,660	2024
Career Gear Houston	TX	\$240,960	Executive Director	\$20,050	\$20,050	2023
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$56,250	2023
Texas Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$51,254	2024
Pivot Leadership Group	TX	\$360,303	Executive Director	\$95,940	\$93,187	2024
Youthlaunch Inc	TX	\$232,340	Executive Director	\$108,333	\$102,513	2025
W5yi Licensing Services Inc	TX	\$365,305	President	\$29,015	\$28,183	2024
Women In Neuroscience	TX	\$376,881	Interim Executive Director	\$57,000	\$55,365	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	33 organizations. Compensation range \$7,208–\$146,775; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$298,161); for reference, expenses \$299,830 and assets \$159,400.
ROLE MATCH	Sarojani Mohammed Phd, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	36 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	33 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 (Sarojani Mohammed Phd) 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 33 similarly situated organizations (Same NTEE sector (B99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,625 is reasonable (approximately the 36th 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.