

Community Transitions Inc

Executive Director / CEO

EIN 832070154

MD · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Starkes, Executive Director / CEO** (\$25,016) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O50).

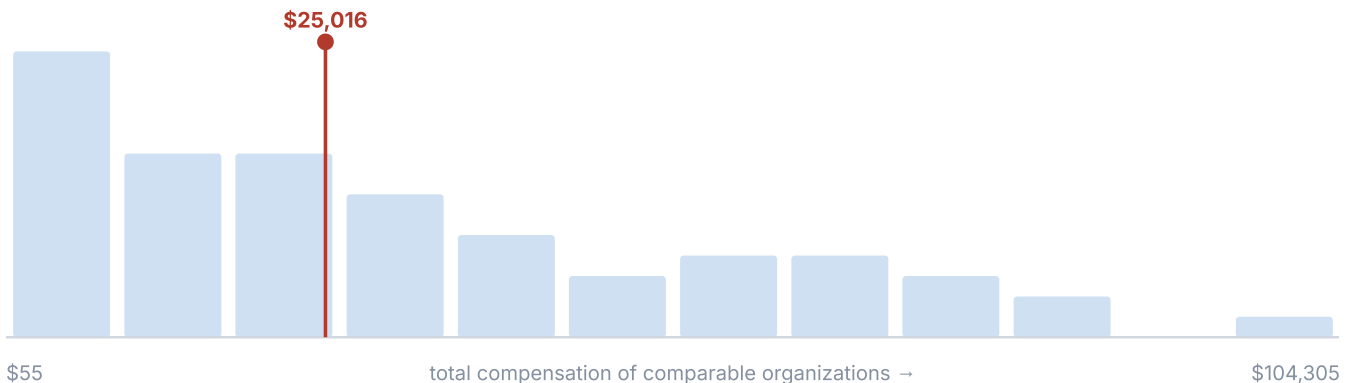
BUDGET Total revenue between \$61,367 and \$137,389 — 0.67x to 1.50x the subject's \$91,593 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,311	\$10,146	\$24,343	\$51,142	\$65,314	\$25,016
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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 MD 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
Inspire S-ve Inc	NY	\$91,587	Director Of Cfc	\$19,698	\$19,039	2024
Reach Center	CA	\$93,302	Presidentdirector	\$2,500	\$2,309	2024
United For Youth Nfp	IL	\$93,472	Scout Executive	\$17,335	\$18,229	2024
Happiness Through Horses	CO	\$94,375	Executive Director	\$6,135	\$6,478	2023
Pathway Learning Center	MN	\$88,150	Managing Director	\$55,465	\$58,622	2024
Sol Of The Cities	MN	\$87,574	Key Employee	\$47,000	\$51,142	2023
Leaving The Streets Ministries Inc	MA	\$96,213	President	\$39,700	\$39,286	2023
Crosswalk Teen Center	MI	\$86,718	Executive Director	\$5,000	\$5,520	2024
Reborn Minds Inc	GA	\$97,343	Executive Director	\$32,880	\$35,362	2024
Clay Soper Memorial Fund Inc	MA	\$97,683	President	\$25,000	\$24,739	2023
Make Momma Proud	IL	\$99,223	President	\$3,400	\$3,680	2023
Northern Lights Youth Services Inc	ND	\$99,473	Executive Director	\$24,000	\$29,004	2023
Strictly Soccer Futbol Club Inc	FL	\$83,564	President	\$2,300	\$2,311	2024
Urban 360	CA	\$99,700	President	\$25,600	\$24,343	2023
Back 2 Basics Ministry	TX	\$100,975	President	\$27,027	\$28,918	2024
Victor Cruz Foundation Inc	NJ	\$82,121	Executive Director	\$30,000	\$28,650	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camp Journey Nw	WA	\$101,664	Non-voting Board Member	\$33,472	\$32,054	2024
Kaulu I Ka Pono Academy	HI	\$81,165	Secretary	\$67,220	\$62,713	2025
The Outstanding Youth Awards	SC	\$103,945	Oya Founder & Executive Director	\$10,033	\$11,196	2024
Pure Productions Inc	TX	\$103,993	Director, President	\$94,688	\$104,305	2023
Camp Quest Inc	SC	\$104,105	Executive Director	\$76,378	\$85,229	2024
Tfd Soccer Limited	NY	\$104,726	Treasurer	\$11,308	\$11,252	2023
Legacy Makers Inc	NY	\$105,000	Executive Director	\$24,000	\$23,882	2023
Rebuild Yourself Inc	FL	\$77,795	Secretary	\$1,648	\$1,656	2024
Youth Voices Center Inc	NY	\$105,654	Exec Director/president	\$60,760	\$60,462	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	61 organizations. Compensation range \$55–\$104,305; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$91,593); for reference, expenses \$88,170 and assets \$3,723.
ROLE MATCH	Kenneth Starkes, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	51 st

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 (Kenneth Starkes) 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 61 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,016 is reasonable (approximately the 52nd 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.