

# Parker Area Alliance For Community

Executive Director / CEO

EIN 860793522  
 AZ · NTEE O20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Courtney Kom, Executive Director / CEO** (\$67,850) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

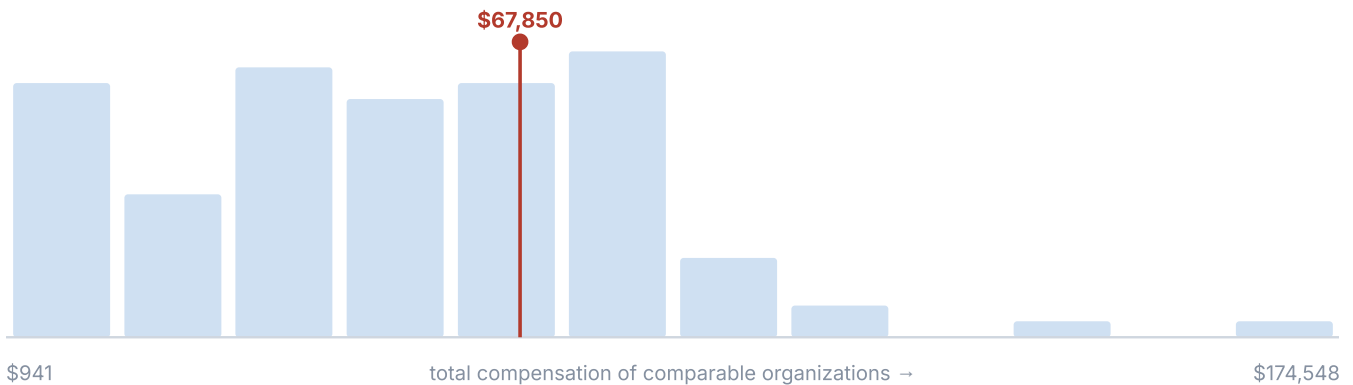
**Benchmarked executive:** Courtney Kom — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20).
BUDGET	Total revenue between \$235,695 and \$527,676 — 0.67x to 1.50x the subject's \$351,784 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

**100** organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,576	\$30,253	\$51,370	\$75,191	\$86,459	<b>\$67,850</b>
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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 AZ 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="#">Five Pines Ministries</a>	MI	\$351,799	Executive Director	\$75,000	<b>\$80,494</b>	2024
<a href="#">Yipoa Center Inc</a>	MO	\$352,828	Secretary	\$2,330	<b>\$2,642</b>	2023
<a href="#">Harvest Youth Ministries</a>	OH	\$353,782	President And Director	\$45,000	<b>\$49,559</b>	2024
<a href="#">Tiqvah Hands Of Hope</a>	OH	\$358,952	Executive Director	\$54,995	<b>\$62,355</b>	2023
<a href="#">Cops N Kids Reading Center Inc</a>	WI	\$341,416	Executive Dir.	\$45,000	<b>\$50,310</b>	2023
<a href="#">Camelot For Children</a>	PA	\$368,004	Executive Director	\$80,179	<b>\$83,139</b>	2024
<a href="#">Box United</a>	IL	\$335,411	Executive Dir.	\$86,769	<b>\$91,319</b>	2023
<a href="#">Welch Center Inc</a>	MN	\$370,774	Executive Di	\$81,715	<b>\$86,437</b>	2023
<a href="#">Dunedin Stirling Soccer Club</a>	FL	\$330,150	Academy Director	\$15,000	<b>\$15,085</b>	2023
<a href="#">The Vault Community Center</a>	IL	\$328,320	Executive Dir.	\$40,100	<b>\$42,202</b>	2023
<a href="#">Solvay Geddes Community</a>	NY	\$375,365	Executive Di	\$37,100	<b>\$34,859</b>	2024
<a href="#">Crook County Kids Inc</a>	OR	\$324,981	Executive Director	\$56,069	<b>\$54,141</b>	2024
<a href="#">Bipoc Apostrophe Foundation</a>	WA	\$322,309	Executive Director	\$83,200	<b>\$79,741</b>	2023
<a href="#">Southeastern Indiana Voices For Children Inc</a>	IN	\$322,067	Exec Dir	\$52,240	<b>\$58,975</b>	2023
<a href="#">The Well Ministries</a>	MN	\$321,715	President	\$13,375	<b>\$13,742</b>	2024
<a href="#">Free Fall Action Sports Inc</a>	PA	\$320,255	Executive Di	\$19,200	<b>\$19,909</b>	2024
<a href="#">Focus Ministries</a>	CO	\$384,261	Board Member	\$68,175	<b>\$67,973</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Summer Program For Youth</a>	PA	\$386,113	Executive Di	\$47,326	<b>\$49,073</b>	2024
<a href="#">Kirbys Children Services</a>	TX	\$386,744	Executive Dire	\$163,000	<b>\$174,548</b>	2023
<a href="#">Kamp Hawaii Inc</a>	HI	\$316,243	Executive Di	\$61,625	<b>\$57,369</b>	2024
<a href="#">Mewater Foundation Incorporated</a>	CA	\$314,579	Ceo	\$96,000	<b>\$88,742</b>	2023
<a href="#">East Of The River Boys And Girls Steelband Inc</a>	DC	\$389,965	Executive Director	\$68,498	<b>\$62,501</b>	2024
<a href="#">Time 2 Win Community Organization</a>	FL	\$390,082	President	\$49,200	<b>\$48,059</b>	2024
<a href="#">Tri-town Youth Services Bureau Inc</a>	CT	\$313,338	Exec. Dir.	\$77,119	<b>\$75,185</b>	2024
<a href="#">Can Do Kids Nfp (An Il Not For Profit Corp)</a>	IL	\$313,088	Executive Director Assistant Secretary	\$34,500	<b>\$36,309</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	<b>100</b> organizations. Compensation range \$941–\$174,548; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$351,784); for reference, expenses \$380,712 and assets \$141,523.
ROLE MATCH	Courtney Kom, reported title <i>"EXEC 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.

**OUTLIERS** 1 peer 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</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 (Courtney Kom) 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 100 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,850 is reasonable (approximately the 66<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.