

Neurodiversity Resource Of The

Executive Director / CEO

EIN 883973547

FL · NTEE T01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Roberts, Executive Director / CEO** (\$19,385) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Elizabeth Roberts — reported title “PRESIDENT & 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 (T01).
BUDGET	Total revenue between \$117,351 and \$262,728 — 0.67x to 1.50x the subject's \$175,152 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

539 organizations qualified on sector, size, and geography → **539** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,143	\$22,638	\$41,202	\$65,791	\$94,839	\$19,385
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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 FL 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
Woodway Supporting Foundation 8	TX	\$175,010	President/director	\$57,700	\$61,440	2024
Kansas Farm Bureau Legal Foundation	KS	\$175,550	President/di	\$21,168	\$24,343	2024
The Fertel Foundation	LA	\$175,661	Director	\$58,114	\$68,118	2024
Steps Together A Nj Non Profit	NJ	\$175,905	Executive Director	\$15,400	\$15,069	2023
The Sarah Michelle Peterson Foundation	VA	\$175,954	Executive Director	\$67,029	\$68,893	2024
The Murdock Fund	MA	\$175,959	Treasurer	\$1,500	\$1,435	2024
Deron Cherry Charitable Foundation	MO	\$176,208	Executive Dir.	\$30,000	\$33,824	2024
Butler Hospital Foundation	RI	\$174,059	Director - President/ceo/cne	\$32,601	\$33,276	2024
Livonia Community Foundation Inc	MI	\$176,288	Executive Director	\$20,000	\$22,624	2023
United Way Of Clatsop County	OR	\$176,326	Executive Director	\$3,316	\$3,278	2024
Pathstone Foundation	NY	\$176,396	Cfo Of Pathstone Corp	\$15,863	\$15,259	2024
Texas Christian Foundation	TX	\$173,694	Relationship Manager	\$103,507	\$110,216	2024
Matrix Ministries Corporation	TX	\$177,013	President	\$44,435	\$46,096	2025
Community Resources Capital Foundation	NY	\$177,326	Ceo	\$81,138	\$78,046	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Robert U & Roberta Goldman Family	IL	\$177,349	Treasurer And Assistant Secretary	\$80,133	\$83,860	2024
Tioga United Way Inc	NY	\$172,773	Executive Dir.	\$58,548	\$56,317	2024
Grant Hamill Foundation Inc	IN	\$178,070	Executive Director	\$36,996	\$41,530	2024
Rogers Public Library Foundation	AR	\$178,304	Executive Director	\$44,000	\$52,647	2024
Brighter Journeys	PA	\$178,611	President	\$32,500	\$35,519	2023
The Professional Peace Officers Star And	CA	\$171,548	President	\$2,490	\$2,289	2024
First Baptist Church Of Phoenix	AZ	\$170,980	Treasurer (Thru 12/23)	\$29,610	\$30,313	2024
The Alex Fund Inc	NY	\$179,799	President	\$8,333	\$8,015	2024
Kelley Family Foundation	OH	\$180,150	Secretary	\$26,221	\$28,801	2025
Bonifacio Place Inc	CA	\$180,523	Ceo	\$47,732	\$45,170	2023
Albers Family Affiliated Fund Of Occf	OK	\$169,601	Secretary/trustee	\$25,864	\$31,212	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 539 organizations. Compensation range \$105–\$1,161,313; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$175,152); for reference, expenses \$120,982 and assets \$82,364.

ROLE MATCH	Elizabeth Roberts, reported title " <i>PRESIDENT & EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	172 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	28 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	14 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 (Elizabeth Roberts) 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 539 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,385 is reasonable (approximately the 22nd 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.