

Spectrum Linx Foundation Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Wendy Dawson, Executive Director / CEO** (\$19,231) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Wendy Dawson — 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 (B28).

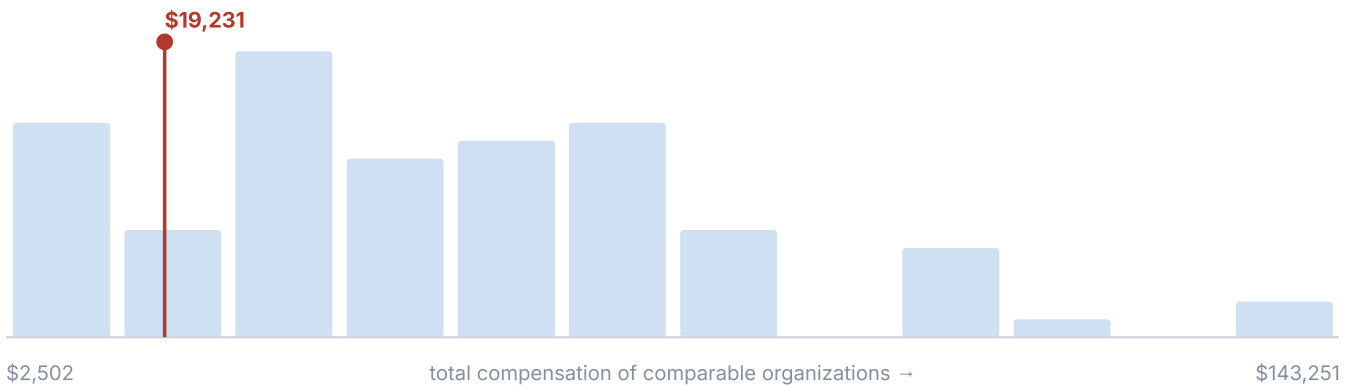
BUDGET Total revenue between \$196,647 and \$440,254 — 0.67x to 1.50x the subject's \$293,503 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography

→ **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,270	\$26,828	\$46,018	\$66,272	\$82,036	\$19,231
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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
Chabad Girls Academy Inc	NY	\$291,966	Executive Director	\$68,249	\$61,652	2024
Ludic Spectrum Center Inc	TN	\$290,098	Executive Director, President	\$104,000	\$106,467	2025
Noticeability Inc	MA	\$299,729	Executive Director	\$154,888	\$143,251	2023
Sam Academy	CA	\$300,722	Ceo	\$77,364	\$68,756	2023
Walton County Christian Learning Ce	GA	\$285,357	Executive Director	\$27,817	\$28,787	2023
Ixora Montessori Inc	VA	\$306,239	Chairman	\$86,730	\$81,557	2025
Smart Kids With Learning	CT	\$307,889	Executive Di	\$82,500	\$77,329	2024
Samara Learning Center	OR	\$279,040	Executive Director	\$35,397	\$32,015	2025
Miramelinda Montessori School Inc	MA	\$312,191	President & Treasurer	\$104,297	\$96,462	2023
Illuminations Center For Dyslexia	MS	\$274,388	Executive Director	\$43,753	\$48,715	2024
Education Destination	LA	\$273,913	Vice Preside	\$27,550	\$30,327	2024
Allium Montessori School Inc	MA	\$315,872	Director & President	\$77,803	\$71,958	2023
Faith Christian Academy	TN	\$315,881	Executive Dir.	\$44,952	\$46,018	2025
Helping Hand Developmental Center	NC	\$316,904	Executive Director (7/1/23 - 10/13/23)	\$25,661	\$26,506	2024
Suzuki Academy Of Columbia	SC	\$267,327	Executive Director	\$37,129	\$37,724	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Alliance For Special Education	CA	\$265,586	Executive Director	\$12,002	\$10,667	2023
Polygrarian Institute	NV	\$323,794	Executive Dir.	\$61,866	\$61,994	2024
Humane Equine Aid & Rapid Transport Inc	VA	\$262,910	President	\$7,200	\$6,770	2025
Joys To The World Inc	OK	\$324,415	President/secretary	\$26,539	\$29,214	2024
Options For College Success	IL	\$261,650	Executive Director And Pre	\$48,934	\$49,513	2023
Ann-hua Chinese School	MI	\$325,770	Principal	\$2,425	\$2,502	2024
Azalea Montessori School	OH	\$328,097	Co-founder	\$71,539	\$75,747	2024
Cptkd Academy Inc	NY	\$256,141	Office Manager	\$149,946	\$135,453	2024
Longleaf Academy Inc	NC	\$255,509	Executive Director	\$72,549	\$74,939	2024
The Shane Center For Therapeutic	OH	\$252,632	Executive Director	\$63,540	\$67,278	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 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 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 **81** organizations. Compensation range \$2,502–\$143,251; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$293,503); for reference, expenses \$295,004 and assets \$186,109.

ROLE MATCH	Wendy Dawson, reported title "EXECUTIVE DIRECTOR", 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.
OUTLIERS	2 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	16 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 (Wendy Dawson) 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 81 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,231 is reasonable (approximately the 16th 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.