



● 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
T Leroy Jefferson Medical Society Inc	FL	\$321,799	Executive Director	\$90,093	\$90,528	2024
Power Access Inc	FL	\$339,295	Executive Director	\$49,070	\$48,036	2025
Family Dental Care	UT	\$357,530	President/treasurer	\$27,684	\$31,202	2023
Addys Colors Inc	VA	\$364,690	Ceo, Therapist	\$79,094	\$81,686	2024
Lymphangiomas & Gorhams Disease Alliance Inc	FL	\$271,042	Executive Director	\$35,930	\$36,104	2024
Theos Village The Tbck Foundation	PA	\$268,612	President Secretary	\$15,000	\$16,473	2023
Reaction Resources Inc	FL	\$259,710	Ceo	\$47,649	\$47,879	2024
Resilient Sisterhood Project Inc	MA	\$259,170	Executive Director	\$124,243	\$119,420	2024
American Chronic Pain Association	KS	\$256,999	Ceo	\$63,333	\$75,347	2023
Chronic Illness Recovery	TX	\$391,561	President	\$119,571	\$127,936	2024
Texas Interventional Endoscopy Group	TX	\$237,190	Director	\$750	\$802	2024
Bleeding Disorders Of Kentucky Inc	KY	\$237,150	Executive Di	\$63,000	\$72,398	2024
Ok You Inc	OR	\$233,380	Executive Director	\$71,850	\$71,370	2024
Autism Society Of Texas	TX	\$442,890	Executive Director	\$81,600	\$89,887	2023
Malignant Hyperthermia Association	NY	\$478,687	Executive Director	\$81,231	\$78,513	2024

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	15 organizations. Compensation range \$802–\$127,936; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$322,942); for reference, expenses \$388,138 and assets \$267,364.
ROLE MATCH	Adrienne McBride, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 rd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	73 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 (Adrienne McBride) 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 15 similarly situated organizations (Same NTEE sector (G99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,142 is reasonable (approximately the 73rd 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.