

Community Mediation Of St Marys County Inc

Executive Director / CEO

EIN 203210686
 MD · NTEE I51
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Shamia Bowers, Executive Director / CEO** (\$72,545) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

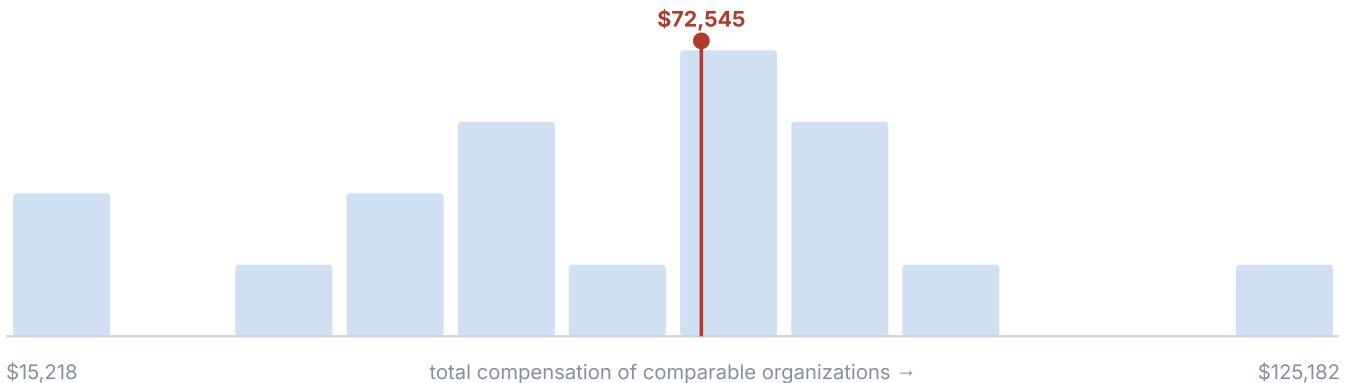
Benchmarked executive: Shamia Bowers — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I51).
BUDGET	Total revenue between \$145,012 and \$324,654 — 0.67x to 1.50x the subject's \$216,436 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I51), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,064 10TH	\$50,567 25TH	\$67,502 MEDIAN	\$79,555 75TH	\$87,768 90TH	\$72,545 THIS ORG · 56TH
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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
Oklahoma Agriculture Mediation Program	OK	\$217,000	Executive Dir.	\$103,544	\$125,182	2024
Metro Milwaukee Mediation Services Inc	WI	\$218,745	Executive Director/president	\$80,328	\$94,828	2023
Georgia Conflict Center Inc	GA	\$218,862	Employee-ceo	\$55,000	\$60,717	2024
Center For Alternative Dispute Resolutio	MD	\$219,992	President & Ceo	\$14,400	\$15,218	2023
Mediation Center Of Greater Gb Inc	WI	\$206,166	Executive Di	\$54,786	\$62,820	2024
Neighborhood Mediation Center	NV	\$204,667	Executive Director	\$69,000	\$75,937	2024
Cape Cod Dispute Resolution Center	MA	\$241,448	Executive Di	\$83,968	\$82,844	2024
Community Solutions Of Central Oregon	OR	\$252,526	Executive Dir.	\$47,269	\$48,196	2024
Family Resource Connection Inc	FL	\$254,755	Executive Director	\$21,185	\$21,851	2024
Center For Creative Justice	IA	\$260,473	Executive Dir.	\$67,053	\$80,608	2024
San Joaquin Fair Housing Foundation Inc	CA	\$261,677	Executive Dir.	\$60,375	\$58,930	2023
Yolo Conflict Resolution Center	CA	\$263,331	Executive Director	\$78,134	\$76,264	2023
St Croix Valley Restorative	WI	\$264,006	Executive Di	\$71,784	\$84,742	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Congress Of Neutrals	CA	\$156,876	Executive Di	\$39,943	\$37,869	2024
Restorative Arlington	VA	\$280,733	Executive Director	\$68,091	\$72,183	2024
Conflict Resolution Center Inc	NC	\$285,387	Executive Director	\$44,101	\$48,741	2025
Resolution Center Of Jefferson And	NY	\$312,427	Executive Di	\$56,488	\$56,043	2024
Utah Dispute Resolution	UT	\$313,746	Executive Director	\$69,783	\$76,394	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 18 organizations. Compensation range \$15,218–\$125,182; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$216,436); for reference, expenses \$223,776 and assets \$145,143.

ROLE MATCH Shamia Bowers, reported title *"Director"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	56th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	56 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 (Shamia Bowers) 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 18 similarly situated organizations (Same NTEE sector (I51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,545 is reasonable (approximately the 56th 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.