

Action Youth Media Incorporated

Executive Director / CEO

EIN 261880111

MD · NTEE A30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anna Maclachlan, Executive Director / CEO** (\$83,540) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Anna Maclachlan — 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 (A30).

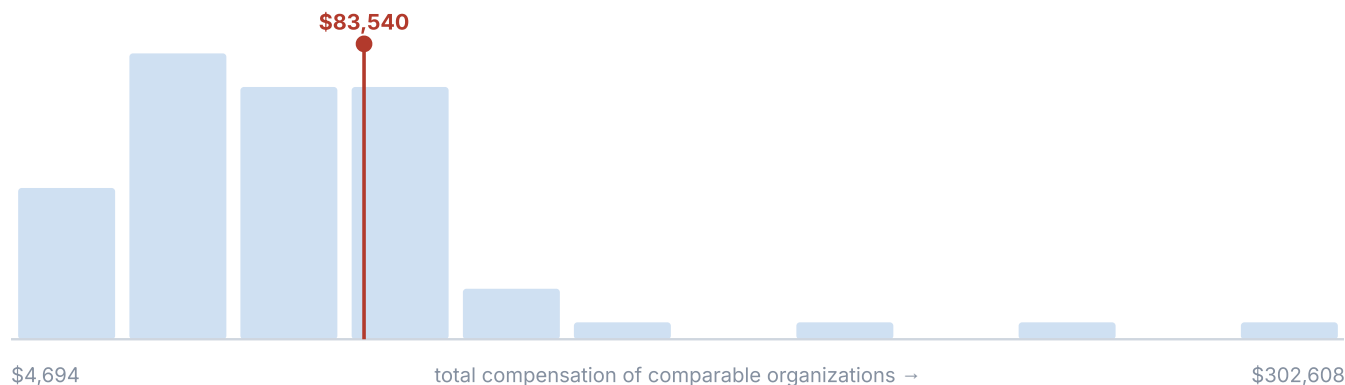
BUDGET Total revenue between \$204,318 and \$457,429 — 0.67x to 1.50x the subject's \$304,953 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A30), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,228

\$42,121

\$60,404

\$88,205

\$115,575

\$83,540



● 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
Lion Speaks	OR	\$304,834	Executive Director	\$71,700	\$69,177	2024
Massachusetts Media Fund Inc	MA	\$306,429	Director	\$42,800	\$39,958	2024
Unicorn Riot	MN	\$303,413	Board Chair	\$79,712	\$81,831	2024
Rightside Holdings Inc	AL	\$306,646	President	\$108,750	\$125,667	2023
Rattapallax Inc	NY	\$307,210	President	\$43,000	\$40,369	2024
Granite State News Collaborative	NH	\$302,569	Executive Director	\$40,831	\$39,170	2024
Arizona Center For Investigative Reporting	AZ	\$307,633	Executive Director And Editor	\$75,000	\$77,151	2023
Southwest Washington Lulac Foundation	WA	\$308,504	Executive Director	\$95,220	\$88,570	2024
Northeast Access Committee	VT	\$310,435	Director	\$43,373	\$46,696	2023
The Record Community News Group	IL	\$298,634	Treasurer	\$86,961	\$88,822	2024
Microbetv Inc	NY	\$312,135	President	\$72,000	\$67,594	2024
Cicero Independiente Nfp	IL	\$292,904	President	\$60,000	\$63,094	2023
Explorer's Bible Study Association	TN	\$317,344	Executive Di	\$84,677	\$92,473	2024
Northeast Florida Journalism Collective Inc	FL	\$317,553	Editor	\$120,450	\$121,032	2023
5 Stone Media	MN	\$291,829	Executive Dir.	\$84,932	\$87,190	2024
The Jolt News Organization	WA	\$319,113	Executive Director	\$59,891	\$55,709	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kiowa County Ks Media Center	KS	\$288,920	Creative Director	\$52,134	\$58,515	2024
Foothills Forum	VA	\$321,622	Executive Director	\$51,875	\$52,038	2024
The Ithaca Voice Inc	NY	\$323,167	Executive Director	\$60,000	\$56,329	2024
Plaza Media Arts Center Inc	NY	\$326,304	Executive Dir.	\$100,769	\$94,603	2024
Just Facts Inc	TX	\$282,819	President	\$133,322	\$138,556	2024
Feet In 2 Worlds Inc	NY	\$281,470	President	\$38,640	\$36,275	2024
Asian American Media Inc	CA	\$280,899	President	\$99,512	\$89,275	2024
Red Media Inc	NM	\$332,453	Program Director	\$44,150	\$50,792	2023
Fraser Valley Community Media Inc	CO	\$271,734	Executive Director	\$43,000	\$42,837	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 2023 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	63 organizations. Compensation range \$4,694–\$302,608; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$304,953); for reference, expenses \$437,306 and assets \$884,062. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anna Maclachlan, reported title <i>"Executive 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 3 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	71 st
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	71 st

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 (Anna Maclachlan) 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 63 similarly situated organizations (Same NTEE sector (A30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,540 is reasonable (approximately the 71st 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.