

Main Street Oregon City

Executive Director / CEO

EIN 262907232

OR · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juliana Allen, Executive Director / CEO** (\$68,557) against **every comparable organization** that fit the selection criteria — **317** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Juliana Allen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

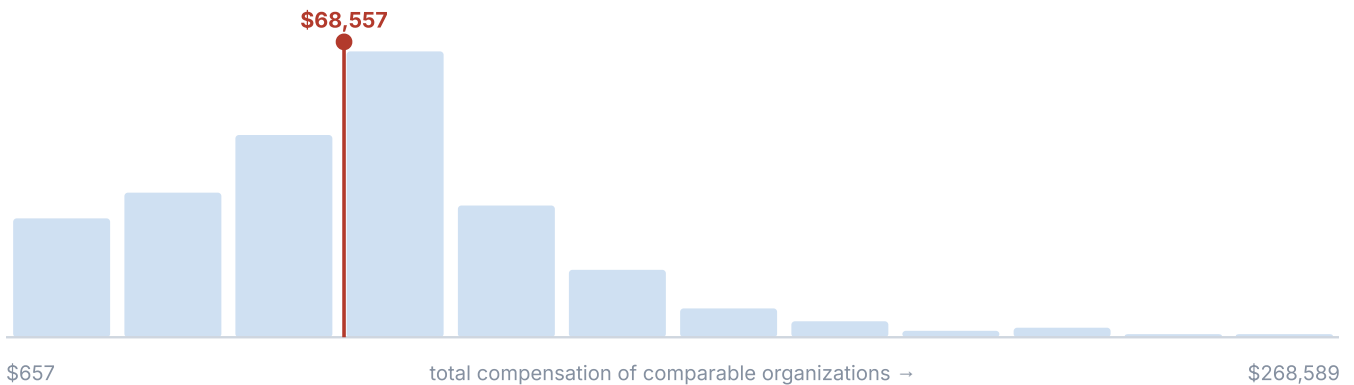
SECTOR Organizations sharing the subject's NTEE classification (S20).

BUDGET Total revenue between \$257,576 and \$576,663 — 0.67x to 1.50x the subject's \$384,442 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

317 organizations qualified on sector, size, and geography → **317** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,593	\$44,080	\$70,983	\$91,360	\$124,110	\$68,557
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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 OR 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
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$37,736	2023
Communitycare Of Lyme	NH	\$384,156	Executive Director (Former)	\$19,200	\$18,598	2025
Mobu Enterprises Foundation Corp	GA	\$383,520	Operations Manager	\$2,000	\$2,229	2023
The Michigan Environmental Council	MI	\$383,497	Former Presi	\$63,775	\$70,884	2024
Renew Moline Inc	IL	\$385,922	Executive Director	\$132,242	\$139,997	2024
Flatland Productions Inc	TX	\$386,794	Vp/secretary	\$112,800	\$125,093	2023
Vp Community Impact Foundation	MO	\$387,402	Director	\$139,313	\$163,583	2023
Focused Outreach Richmond Inc	VA	\$381,351	Executive Dir.	\$67,500	\$70,181	2024
Bison Boosters Club Of Milnor Nd	ND	\$387,613	President	\$540	\$657	2023
Vancouvers Downtown Association	WA	\$387,829	Executive Director	\$90,000	\$89,331	2023
West Brighton Community	NY	\$388,047	Executive Di	\$80,000	\$77,844	2024
79th Street Corridor Neighborhood Initiative Inc	FL	\$380,551	Executive Director	\$51,054	\$51,646	2024
East Passyunk Avenue Business Improvement District	PA	\$379,868	Executive Director	\$31,731	\$34,074	2024
San Antonio Fighting Back Inc	TX	\$389,892	President/di	\$17,344	\$19,234	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carpenters For Hope Charitable	MA	\$390,948	President	\$131,734	\$131,238	2023
Groundwork Bridgeport Inc	CT	\$377,786	President And Ceo	\$146,150	\$147,559	2024
Centro Nueva Creacion	PA	\$391,102	Director	\$45,040	\$49,794	2023
Durham Central Park	NC	\$377,564	Executive Dir.	\$86,377	\$96,107	2024
First African Community Development Corporation	GA	\$376,657	Executive Director	\$70,000	\$75,791	2024
Seedleaf Inc	KY	\$392,362	Executive Director	\$65,000	\$75,199	2024
Southern Palmetto Foundation	SC	\$392,774	President And Ceo	\$79,281	\$89,064	2024
Rebuild Johnston Square Neighborhood	MD	\$373,940	Executive Dir.	\$75,000	\$75,505	2024
Renewall Inc	WV	\$396,012	Executive Dir.	\$42,700	\$51,255	2023
Friends Of Finland And Community	MN	\$396,245	Executive Director	\$38,628	\$41,101	2024
The Tatanka Funds Incorporated	SD	\$396,706	Executive Director (Thru July 24)	\$69,954	\$83,135	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **317** organizations. Compensation range \$657–\$268,589; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$384,442); for reference, expenses \$387,298 and assets \$108,610.
ROLE MATCH	Juliana Allen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	46 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	42 nd

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 (Juliana Allen) 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 317 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,557 is reasonable (approximately the 46th 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.