

Bayview Community Development Corp

Executive Director / CEO

EIN 330599589

CA · NTEE S31Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eric W Washington, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Eric W Washington — reported title “Vice Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

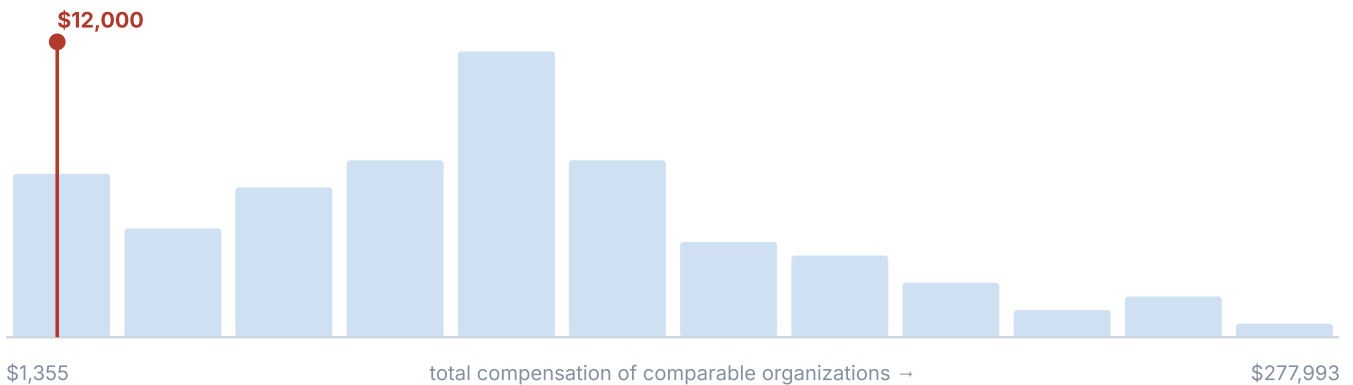
SECTOR Organizations sharing the subject's NTEE classification (S31Z).

BUDGET Total revenue between \$303,654 and \$679,824 — 0.67x to 1.50x the subject's \$453,216 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,148

\$61,590

\$97,611

\$135,761

\$184,498

\$12,000



■ 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 CA 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
Central Region Innovation And	KY	\$450,611	Executive Director	\$48,082	\$61,590	2023
University District Development Associat	WA	\$449,817	Ceo - Officer	\$139,201	\$144,328	2024
Michigan Faith In Action	MI	\$448,959	Executive Di	\$61,700	\$73,752	2024
Pyramid Community Development Corporatio	OH	\$448,140	Executive Direcotr	\$38,514	\$47,240	2024
Lowell Development & Financial Corp	MA	\$458,536	Executive Di	\$151,318	\$157,471	2024
Certified Development Corporation	SC	\$447,388	Director	\$1,875	\$2,265	2024
Vibe District Virginia Beach	VA	\$446,533	Executive Director	\$91,406	\$102,208	2024
Pemiscot County Initiative Network	MO	\$441,365	Director	\$52,977	\$63,305	2025
Conyers Rockdale Economic Deve	GA	\$436,100	Exec Director	\$125,750	\$150,751	2023
Dania Economic Development Corp Inc	FL	\$474,716	Executive Director	\$92,065	\$107,345	2022
Avatar Non-profit Inc	FL	\$475,621	President	\$5,000	\$5,440	2024
Fly Sun Valley Alliance Inc	ID	\$427,621	Executive Di	\$135,752	\$167,239	2024
Downtown Pkb Inc	WV	\$423,548	Executive Di	\$66,121	\$82,909	2024
Midlands Latino Community Development	NE	\$483,552	Executive Director	\$112,800	\$144,651	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Menomonee Valley Partners Inc	WI	\$420,413	Executive Director	\$105,614	\$131,509	2023
Chico Economic Planning Corporation	CA	\$417,941	Executive Director	\$104,004	\$107,076	2023
Burlington Community Development Corp	VT	\$415,198	President	\$19,449	\$23,339	2023
Tacony Community Development Corpor	PA	\$414,614	Interim Executive Director	\$55,846	\$64,495	2024
Rolland Curtis Commercial Qalichb Inc	CA	\$413,513	President	\$29,689	\$29,689	2024
The Peoples Place Inc	CT	\$412,013	Executive Director	\$50,769	\$55,126	2024
Waipahu Community Association	HI	\$411,945	Executive Dir.	\$50,000	\$51,842	2024
Yonkers South Broadway District Management Association Inc	NY	\$411,834	Executive Director	\$81,304	\$87,595	2023
Colorado Thrives	CO	\$497,226	Executive Director	\$170,630	\$189,477	2024
Lake Norman Community Development	NC	\$498,609	Executive Di	\$46,500	\$55,642	2024
West Broadway Business And Area Coalition	MN	\$406,331	Executive Director	\$93,521	\$107,017	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	101 organizations. Compensation range \$1,355–\$277,993; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$453,216); for reference, expenses \$439,056 and assets \$1,031,796.
ROLE MATCH	Eric W Washington, reported title " <i>Vice Chairman</i> ", 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.
RELATED-ORG PAY	14 peers 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	5 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 (Eric W Washington) 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 101 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 7th 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.