

Community Council

Executive Director / CEO

EIN 352327775

WA · NTEE S99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary A Campbell, Executive Director / CEO** (\$110,978) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

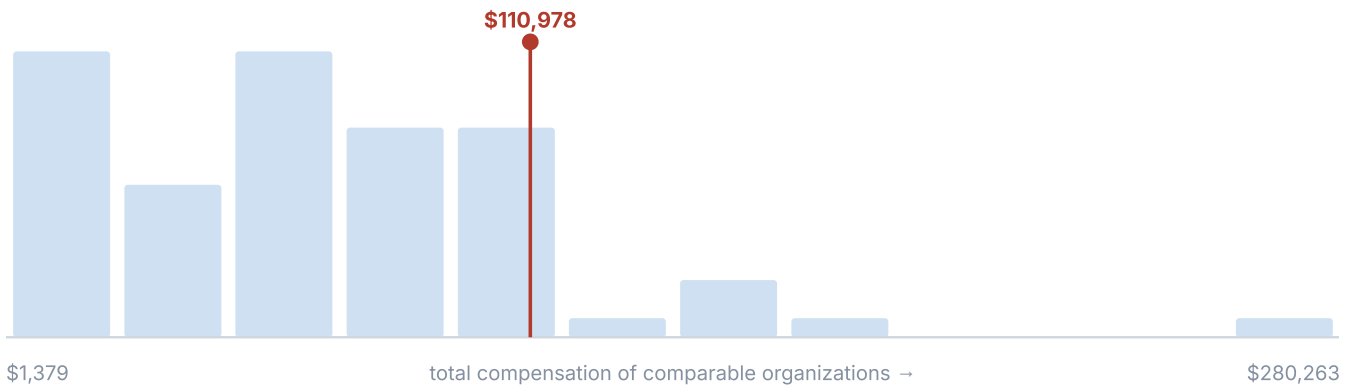
Benchmarked executive: Mary A Campbell — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$257,450 and \$576,381 — 0.67x to 1.50x the subject's \$384,254 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,459	\$29,180	\$64,289	\$93,557	\$114,377	\$110,978
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 86TH
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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 WA 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
Globe Aware	TX	\$384,710	Chairman/director	\$65,200	\$70,756	2024
Amherst Community Connections	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	\$108,734	2024
Ten At The Top	SC	\$389,789	Executive Director	\$70,300	\$79,566	2024
The Bodgery Inc	WI	\$377,838	Director At Large	\$1,443	\$1,683	2023
Spring Branch Human Resources Partnership Inc	TX	\$395,476	Executive Director	\$139,200	\$155,526	2023
Child Advocacy Services Sega Inc	GA	\$397,195	Executive Director	\$53,302	\$59,861	2023
Laramie Main Street Alliance	WY	\$371,188	Executive Di	\$51,637	\$59,988	2024
Armi Housing Corporation	NY	\$363,810	Executive Vp & Ceo	\$114,621	\$115,686	2023
Jwc Foundation	VA	\$408,956	Executive Dir.	\$94,364	\$98,848	2024
Dream Innovations Incorporated	MS	\$358,479	Finance Manager	\$45,000	\$54,373	2024
Long Island Business Development Council Inc	NY	\$357,225	Executive Board	\$11,800	\$11,568	2024
West Yellowstone Foundation	MT	\$356,140	Executive Dir.	\$62,661	\$75,443	2023
Everett Community Growers Inc	MA	\$353,797	Director	\$1,893	\$1,900	2023
Akahiao Nature Institute	HI	\$417,126	Vice Preside	\$25,600	\$25,600	2023
Fraternal Order Of Police Maricopa Lodge Corp 5	AZ	\$417,353	Secretary	\$2,400	\$2,578	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shaylo Inc Socially Helping Adults Youth With Liveable Opportunities	MD	\$346,941	Ceo	\$63,141	\$65,934	2023
Outlaw Square Inc	SD	\$424,561	Director	\$68,498	\$84,437	2023
Mid-atlantic Off-road Enthusiasts Inc	VA	\$425,679	Executive Director	\$90,483	\$94,782	2024
Osby Holdings Inc	IN	\$428,952	President/secretary	\$20,168	\$23,755	2023
Wlam Property Association li	WA	\$336,953	Executive Di	\$10,016	\$9,729	2024
National Talent Collaborative	CA	\$434,295	Ceo	\$130,000	\$121,784	2024
Friends Of Southern Ohio	OH	\$333,117	Executive Director	\$80,052	\$94,702	2023
Creative Class Collective	CA	\$440,344	Secretary	\$62,576	\$58,622	2024
Queen City Bicycle Collective	NH	\$326,591	Executive Di	\$64,620	\$63,064	2025
Electric Lit Inc	NY	\$445,570	Executive Director	\$61,777	\$60,563	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 66 organizations. Compensation range \$1,379–\$280,263; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$384,254); for reference, expenses \$327,530 and assets \$446,120.

ROLE MATCH	Mary A Campbell, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	86 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	77 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 (Mary A Campbell) 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 66 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,978 is reasonable (approximately the 86th 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.