

Project Success Of Eastern Bureau County Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Janis Martin, Executive Director / CEO** (\$22,643) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

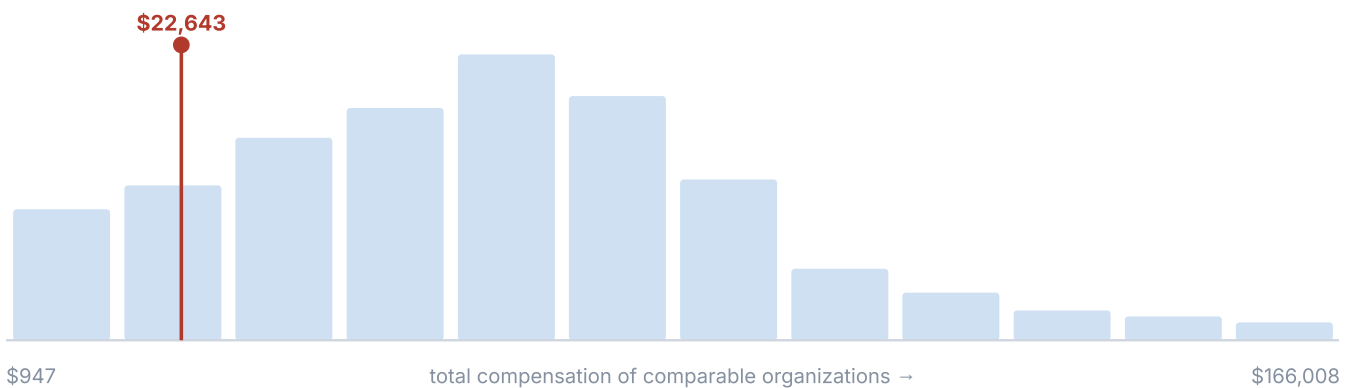
Benchmarked executive: Janis Martin — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$169,655 and \$379,825 — 0.67x to 1.50x the subject's \$253,217 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

269 organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,305	\$36,037	\$60,704	\$80,406	\$100,546	\$22,643
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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 IL 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
Greater Port Washington Business	NY	\$254,031	Executive Dir.	\$61,700	\$55,084	2024
Lubec Community Outreach Center Inc	ME	\$252,397	Executive Di	\$64,213	\$63,527	2024
Clarke Square Neighborhood Initiative In	WI	\$251,547	Executive Director	\$90,000	\$92,864	2024
People Of The Sacred Land	CO	\$255,385	Executive Di	\$84,200	\$79,768	2024
One Economy Financial Development Corp	IA	\$251,013	Executive Director	\$87,923	\$95,114	2024
Lifeline Community Development Corporation Of Merced County	CA	\$255,931	Executive Director	\$4,500	\$3,952	2023
Select Cobb Inc	GA	\$250,355	Executive Director	\$28,018	\$27,833	2024
Univercity Family Community Development Corporation	TN	\$250,000	Executive Director	\$30,000	\$31,155	2024
Pine Hill Indian Community Development Initiative	SC	\$250,000	Board Member	\$23,756	\$23,855	2025
River Valley Community Outreach Center	CA	\$256,621	President	\$121,180	\$106,436	2023
Northville Community Chamber Of Commerce	MI	\$249,595	Executive Director	\$76,373	\$75,876	2025
Keep Durham Beautiful Inc	NC	\$249,590	Executive Director	\$108,293	\$113,817	2023
Workwell	CO	\$249,042	Board Member	\$106,525	\$103,899	2023
Fiesta Nky Inc	KY	\$248,893	President	\$75,000	\$79,610	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mission Hill Main Streets Inc	MA	\$257,548	Executive Director	\$78,746	\$71,978	2023
Bolin Community Inc	CA	\$248,817	Secretary	\$21,868	\$18,657	2024
Greater Bethel Community Development Corporation	NY	\$248,332	Executive Director	\$30,000	\$26,783	2024
Eight Mile Boulevard Association Inc	MI	\$258,416	Executive Director	\$60,375	\$59,981	2025
Centro Lancaster Ltd	PA	\$258,455	President/ceo	\$10,251	\$10,100	2024
Ocean Parkway Community Development Corp	NY	\$247,942	Executive Director	\$12,151	\$10,848	2024
Sonoma County Black Forum	CA	\$258,567	Co-sec/treasure	\$17,069	\$14,562	2024
Hope Enterprise Inc	KS	\$259,379	Executive Director	\$20,000	\$21,347	2024
Shawnee Bridges Out Of Poverty Inc	OK	\$259,480	Executive Director	\$47,434	\$53,128	2023
Next Level Leaders Inc	AL	\$246,248	Executive Di	\$57,200	\$62,856	2023
The West Atlantic Redevelopment Coalition Inc	FL	\$260,579	Board Chairman	\$8,000	\$7,425	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **269** organizations. Compensation range \$947–\$166,008; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$253,217); for reference, expenses \$323,908 and assets \$456,961.
ROLE MATCH	Janis Martin, reported title " <i>DIRECTOR</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	13 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	13 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 (Janis Martin) 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 269 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,643 is reasonable (approximately the 13th 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.