

Action Network Fund

Executive Director / CEO

EIN 452288010
 DC · NTEE S014
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Brian Young, Executive Director / CEO** (\$52,007) against **every comparable organization** that fit the selection criteria — **1294** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Brian Young — reported title “BOARD MEMBER”, 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 (S014).
BUDGET	Total revenue between \$141,846 and \$317,566 — 0.67x to 1.50x the subject's \$211,711 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,294 organizations qualified on sector, size, and geography → **1,294** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,462	\$35,460	\$66,729	\$93,631	\$127,768	\$52,007
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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 DC 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
Uphams Corner Main Street Incorporated	MA	\$211,661	Executive Director	\$102,217	\$104,673	2024
Ibew Building Corporation	VA	\$211,790	President	\$2,310	\$2,542	2024
Community Synergy Inc	NY	\$211,800	President	\$40,878	\$43,337	2023
Palace Renaissance Inc	NY	\$211,453	Vice President	\$61,207	\$64,889	2023
Michigan Association Of Airport	MI	\$211,414	Executive Di	\$40,500	\$47,637	2024
Florida Design And Construction Professionals Inc	FL	\$211,348	Co-chair	\$67,359	\$72,110	2024
Project Mend-a-house Incorporation	VA	\$212,095	Executive Director	\$65,000	\$71,519	2024
Woods Hole Fhc Llc	MA	\$211,252	President	\$11,821	\$12,462	2023
Elkhart Lake Chamber Of Commerce	WI	\$212,172	Exec Direct	\$54,594	\$64,973	2024
Willowbrook Inclusion Network	CA	\$212,180	President/chairperson	\$85,000	\$86,112	2023
Responsible Offshore Development Alliance	DC	\$211,229	Executive Director - Former	\$166,028	\$166,028	2024
Elwood Community Development Corporation	IN	\$210,909	Executive Director	\$7,097	\$8,529	2024
Vermont Fresh Network Corporation	VT	\$210,773	Executive Direc	\$62,542	\$73,854	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Masonic Temple Corporation Of Norfolk	VA	\$210,721	—	\$19,623	\$21,591	2024
Westside Rising	IL	\$212,744	Executive Dir.	\$44,872	\$50,271	2024
Arkansas Women's Hall Of Fame	AR	\$210,630	Secretary	\$9,017	\$11,550	2024
Westside Legends Inc	MA	\$212,798	President	\$5,150	\$5,274	2024
Professional Bail Agents Assn Of Ms	MS	\$210,582	Executive Di	\$48,675	\$61,778	2024
Smw 71 Inc	NY	\$210,569	Bus. Mgr/fin-sec-treas To -11/2023	\$81,152	\$86,034	2023
Sonoma Alliance For Vineyards And	CA	\$212,922	Executive Dir.	\$86,996	\$88,134	2023
Greenline Access Capital	PA	\$212,923	President	\$101,923	\$119,248	2023
Black Business Association Of La	CA	\$210,410	President	\$49,500	\$50,147	2023
Reflective Insulation Manufacturers Assn	VA	\$210,409	Executive Direc	\$84,000	\$95,155	2023
Relationship Unleashed	TN	\$210,313	Chief Executive Officer	\$11,767	\$14,512	2023
Astor Place Holding Corporation	NY	\$213,154	President	\$221,625	\$234,957	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	1294 organizations. Compensation range \$1–\$765,439; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$211,711); for reference, expenses \$306,010 and assets \$111,218. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brian Young, reported title "BOARD MEMBER", 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	167 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	37 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Brian Young) 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 1294 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$52,007 is reasonable (approximately the 37th 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.