

Randall And Marie Martin Scout Camp Llc

Executive Director / CEO

EIN 452633352
 WA · NTEE O42
 FY ending 2025-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Brett Bybee, Executive Director / CEO** (\$10,780) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Brett Bybee — 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

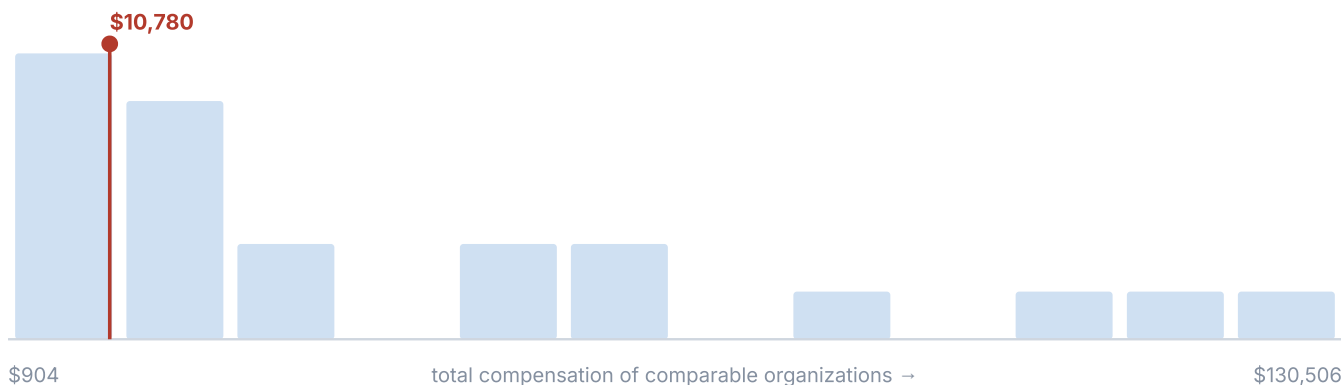
SECTOR Organizations sharing the subject's NTEE classification (O42).

BUDGET Total revenue between \$19,671 and \$44,040 — 0.67x to 1.50x the subject's \$29,360 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,230	\$10,438	\$19,407	\$55,836	\$103,871	\$10,780
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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
Andre Sobel River Of Life Foundation	CA	\$28,453	President	\$131,825	\$130,506	2024
Washington Area New Automobile Dealers	DC	\$28,335	President	\$103,243	\$103,871	2024
Harbor Impact Foundation Inc	MI	\$26,627	President	\$39,068	\$47,597	2023
Sm Charities Inc	NY	\$25,000	Director	\$18,077	\$18,727	2024
Institute For Research And Evaluation	UT	\$33,859	Director	\$6,000	\$7,041	2024
Westminster Little League Inc	CO	\$34,594	At-large	\$1,970	\$2,230	2023
Kids With Character Inc	FL	\$35,149	Exec. Dir.	\$26,400	\$29,274	2023
Seed	IL	\$35,169	Executive Director	\$12,725	\$14,343	2024
Menlo Gateway Inc	CA	\$35,402	Cfo / Assistant Secretary	\$77,467	\$76,692	2024
Opportunities For Deserving Children	DC	\$22,575	Director	\$9,075	\$9,130	2024
Teens In Action Inc	IN	\$22,500	Owner	\$13,420	\$16,225	2024
Wichita Basketball Society Inc	KS	\$22,186	President	\$8,185	\$10,438	2023
Camp Wisdom Inc	TX	\$37,060	Secretary And Treasurer	\$16,922	\$19,407	2024
Building Blocks For Kids	CA	\$37,183	President	\$46,302	\$47,193	2023
New Destiny Community Development Corporation	NJ	\$38,070	President	\$15,329	\$16,154	2023
Tech Girl Power Inc	FL	\$38,145	Ceo	\$28,000	\$31,048	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Active Kids & Minds Inc	MA	\$38,587	Treasurer &	\$110,160	\$113,493	2024
Manatee County Girls Club	FL	\$41,056	Ceo, Ex-officio	\$50,355	\$55,836	2023
Hurren Street Inc	MA	\$41,793	President	\$853	\$904	2023
Marathon County 4-h Leaders	WI	\$41,879	Treasurer	\$1,600	\$1,973	2023
National Center For Arts And Technology	PA	\$42,077	President & Ceo	\$55,356	\$63,290	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 2025 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	21 organizations. Compensation range \$904–\$130,506; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$29,360); for reference, expenses \$39,379 and assets \$1,496,889.
ROLE MATCH	Brett Bybee, 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	6 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (Brett Bybee) 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 21 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,780 is reasonable (approximately the 29th 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.