

Forest Avenue Outreach

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Maya Bromolson, Executive Director / CEO** (\$71,435) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Maya Bromolson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O20).

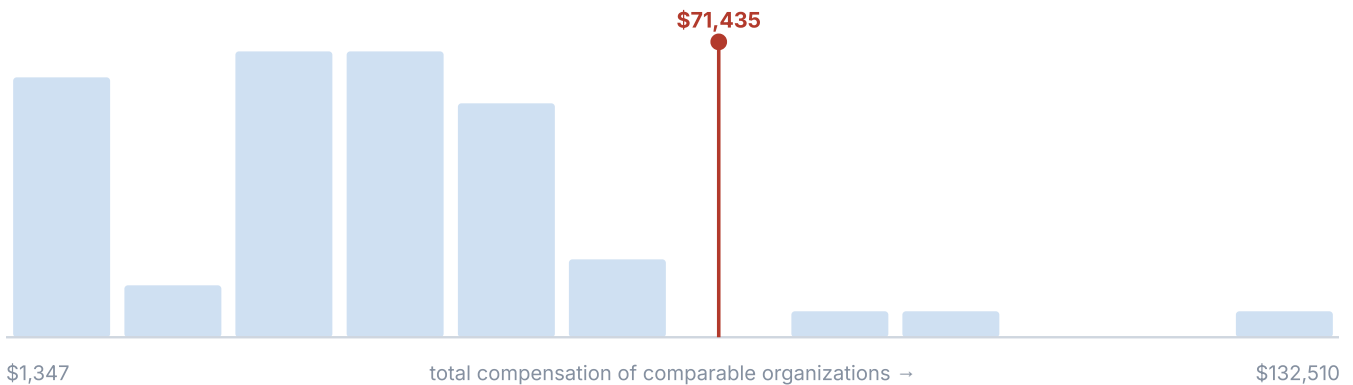
BUDGET Total revenue between \$110,154 and \$246,615 — 0.67x to 1.50x the subject's \$164,410 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,176	\$23,383	\$35,289	\$47,756	\$60,201	\$71,435
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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 IA 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
Rock Of Christ Youth	LA	\$164,970	Secretary/tr	\$30,000	\$30,170	2024
Denver Police Activities League	CO	\$165,009	Executive Di	\$151,312	\$132,510	2024
Cuyuna Range Youth Center Inc	MN	\$162,569	Accountant	\$6,850	\$6,182	2024
Police Activities League Of Bridgeport Inc	CT	\$169,809	Executive Director	\$46,960	\$41,400	2023
Going The Distance Adventure	FL	\$156,311	Ceo/trustee	\$51,000	\$43,757	2024
Fern Creek Babe Ruth League Inc	KY	\$156,090	President & Board Member	\$2,490	\$2,443	2024
Operation Unite New York Inc	NY	\$174,409	Executive Director	\$60,000	\$48,240	2025
Battleground Skate House Youth Cent	MI	\$174,629	Executive Director	\$30,793	\$29,886	2023
Vallejo Police Activities League Inc	CA	\$149,303	Executive Director	\$9,600	\$7,571	2024
Brown Girls Code	GA	\$149,010	Founder & Ceo	\$65,000	\$61,453	2023
Elevate St Louis	MO	\$148,546	Ex Officio	\$92,717	\$92,337	2023
Sigma Delta Pi	SC	\$148,133	Executive Di	\$7,792	\$7,424	2024
Be A Mentor Inc	SC	\$181,862	Executive Di	\$44,340	\$43,495	2023
Hbcus Outside Incorporated	NC	\$182,982	Executive Director	\$40,000	\$37,747	2024
Tw Quarter Circle Ranch Ministries	SC	\$184,057	Ministry Dir	\$28,800	\$28,251	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boys And Girls Club Of Malvern & Hot Spring County Inc	AR	\$185,721	Executive Director	\$45,184	\$47,756	2023
Community Learning Academy	NY	\$189,578	Executive Dir.	\$14,300	\$12,150	2023
Fannin Community Foundation Inc	TX	\$191,097	Director-staff	\$37,692	\$34,435	2024
Eleanor Johnson Youth Center Inc	FL	\$129,459	Director	\$37,949	\$32,559	2024
Hana Youth Center	HI	\$199,970	Exec Dir	\$52,154	\$43,904	2023
The Child And Family Foundation Inc	MD	\$128,051	Executive Director	\$58,077	\$49,589	2024
The Lovelife Foundation	CA	\$202,869	Director/chairman	\$21,276	\$17,274	2023
The Kid's Ranch Inc	WI	\$203,492	Executive Director Thru March	\$23,862	\$23,432	2023
El Centro Police Activities League	CA	\$203,911	Executive Director	\$47,500	\$38,566	2023
Living Hope Ministries	MN	\$123,632	Exec Dir/pre	\$30,325	\$28,175	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **49** organizations. Compensation range \$1,347–\$132,510; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$164,410); for reference, expenses \$243,082 and assets \$187,225. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Maya Bromolson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	92 nd

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 (Maya Bromolson) 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 49 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,435 is reasonable (approximately the 94th 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.