

Peace Action Education Fund

Executive Director / CEO

EIN 521554826

MD · NTEE Q410

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kevin Martin, Executive Director / CEO** (\$74,537) against **every comparable organization** that fit the selection criteria — **687** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q410).

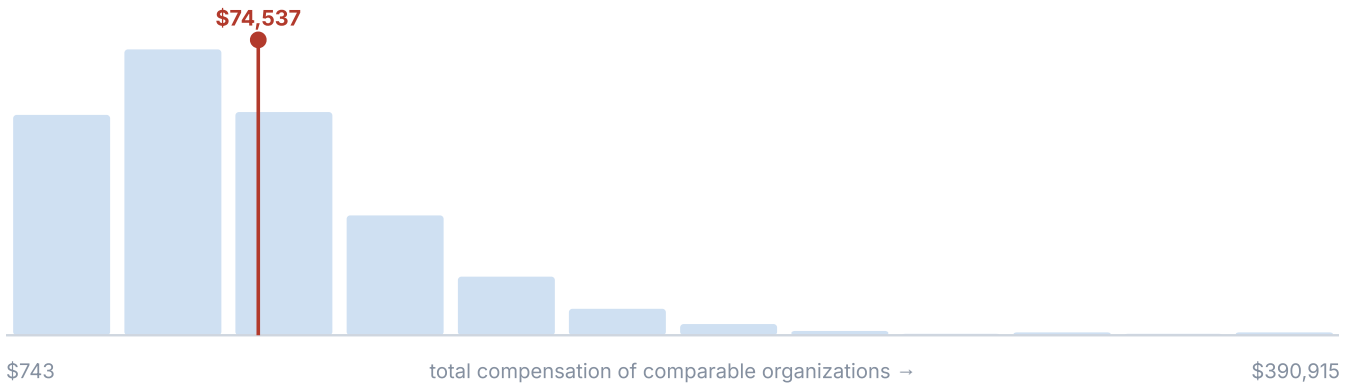
BUDGET Total revenue between \$322,247 and \$721,450 — 0.67x to 1.50x the subject's \$480,967 (the band tightens as size grows).

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

687 organizations qualified on sector, size, and geography

→ **687** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$743

total compensation of comparable organizations →

\$390,915

\$16,847

\$35,015

\$62,971

\$96,944

\$134,094

\$74,537



● 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 MD 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
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$17,093	2023
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$65,898	2024
Center For Renewable Energy And	OR	\$481,404	Co-exec Dire	\$46,132	\$45,824	2024
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$23,139	2023
Global Health Partners Inc	NY	\$481,846	Vp/exec.dir	\$106,547	\$106,024	2023
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$28,705	2024
Christian Missions Unlimited	AL	\$482,332	Executive Director	\$64,925	\$77,241	2023
Freedom Research Foundation	DC	\$479,460	Ceo/president	\$115,000	\$111,131	2023
Friends Peace Teams Inc	MO	\$482,488	Office Manager-bookkeeper	\$18,833	\$21,336	2024
Accessible Hope International	IL	\$482,596	President & Ceo	\$100,559	\$103,019	2025
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$47,911	2024
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$63,820	2023
One By One	TN	\$483,396	Ceo, Founder	\$71,783	\$80,707	2024
El Enjambre Colectivo Inc	PR	\$478,264	Founder	\$28,250	\$28,250	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$14,868	2023
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$131,537	2024
Send A Cow Inc	VA	\$484,115	Executive Director	\$90,976	\$96,732	2023
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$32,077	2024
The Association Of Professional Schools	DC	\$477,720	Executive Dir.	\$76,000	\$69,497	2025
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$142,999	2024
Hands Of Freedom	MN	\$476,698	President	\$30,000	\$31,707	2024
Women In International Security	DC	\$476,256	Executive Director	\$136,500	\$131,907	2023
Survival International (Usa)	CA	\$485,822	Us Director	\$84,937	\$78,450	2024
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$39,973	2023
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$93,274	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **687** organizations. Compensation range \$743–\$390,915; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$480,967); for reference, expenses \$513,501 and assets \$1,366,036.
ROLE MATCH	Kevin Martin, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	60 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	68 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 (Kevin 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 13, 2026, comparing compensation against 687 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,537 is reasonable (approximately the 60th 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 13, 2026.