

# Maryland Association Of Certified Public

Executive Director / CEO

EIN 521787902

MD · NTEE B820

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rebekah J Brown Olson, Executive Director / CEO** (\$24,437) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

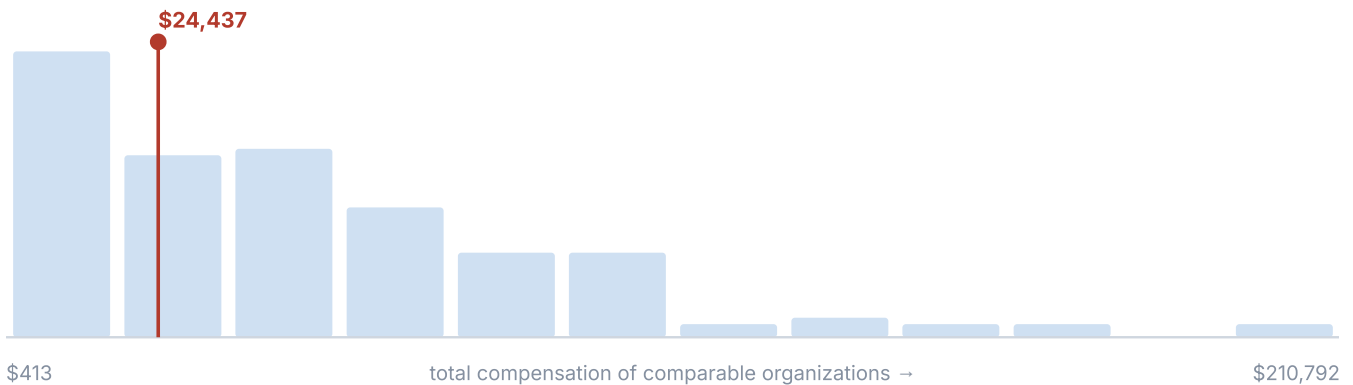
**Benchmarked executive:** Rebekah J Brown Olson — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B820).
BUDGET	Total revenue between \$120,973 and \$270,835 — 0.67x to 1.50x the subject's \$180,557 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**158** organizations qualified on sector, size, and geography → **158** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,333	\$16,510	\$40,803	\$67,314	\$96,590	<b>\$24,437</b>
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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 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
<a href="#">Iald Education Trust Fund</a>	IL	\$179,146	Executive Director	\$12,729	<b>\$13,385</b>	2024
<a href="#">Building Baja's Future</a>		\$181,985	Managing Director	\$48,000	<b>\$48,000</b>	2024
<a href="#">Supportability</a>	CA	\$178,834	President	\$33,000	<b>\$30,480</b>	2024
<a href="#">Jccc Foundation</a>	IL	\$178,685	Secretary/treasurer	\$39,550	<b>\$42,818</b>	2023
<a href="#">Cste Foundation Inc</a>	GA	\$178,603	Executive Director	\$195,996	<b>\$210,792</b>	2024
<a href="#">Livingston Arts Council Inc</a>	MI	\$182,835	Vp Programmi	\$56,704	<b>\$64,452</b>	2023
<a href="#">Building Education Support Teams Inc</a>	PA	\$178,108	Chairperson	\$16,500	<b>\$18,119</b>	2023
<a href="#">Casey Feldman Memorial Foundation</a>	PA	\$177,135	President/director	\$36,000	<b>\$38,400</b>	2024
<a href="#">Clifford H Ted Rees Jr Scholarship</a>	VA	\$184,100	Chief Operating Officer	\$38,351	<b>\$40,778</b>	2023
<a href="#">Baton Rouge Epicurean Society</a>	LA	\$184,278	Executive Dir.	\$45,247	<b>\$53,292</b>	2024
<a href="#">Minnesota Grocers Education Foundation</a>	MN	\$184,300	President	\$22,480	<b>\$24,461</b>	2023
<a href="#">Ballet Yuma</a>	AZ	\$184,694	Company Manager	\$12,500	<b>\$12,859</b>	2024
<a href="#">Union City Education Foundation Inc</a>	IN	\$185,146	President	\$12,200	<b>\$13,761</b>	2024
<a href="#">Farther Foundation</a>	IL	\$187,088	President	\$7,500	<b>\$7,887</b>	2024
<a href="#">Friends Of Monte Vista Choir</a>	CA	\$187,110	Fin'l Secretary	\$9,180	<b>\$8,479</b>	2024
<a href="#">The Spaulding High School Scholarship Trust</a>	VT	\$187,214	Vice Chair	\$2,300	<b>\$2,476</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">100 Black Men Of Savannah Inc</a>	GA	\$172,717	Executive Di	\$15,302	<b>\$16,943</b>	2023
<a href="#">Advancing Students Forward</a>	CA	\$189,082	Executive Dir.	\$78,500	<b>\$72,504</b>	2024
<a href="#">Police Athletic League Of Philadelphia</a>	PA	\$189,686	Executive Director Thru 11/23	\$2,185	<b>\$2,331</b>	2024
<a href="#">Truckload Carriers Association</a>	VA	\$190,313	President	\$44,277	<b>\$45,728</b>	2024
<a href="#">Montana State Elks Association</a>	MT	\$190,394	Treasurer	\$2,000	<b>\$2,246</b>	2025
<a href="#">The Worth &amp; Dot Howard Foundation</a>	AZ	\$190,754	President	\$55,000	<b>\$58,249</b>	2023
<a href="#">Cwa Joe Beirne Foundation</a>	DC	\$170,089	President	\$43,497	<b>\$40,828</b>	2024
<a href="#">Alabama Realtors Foundation</a>	AL	\$169,425	Chief Exec O	\$21,621	<b>\$25,723</b>	2023
<a href="#">Pratyush Sinha Foundation</a>	PA	\$192,024	Co-executive Director	\$24,418	<b>\$26,046</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **158** organizations. Compensation range \$413–\$210,792; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$180,557); for reference, expenses \$155,076 and assets \$769,993.

ROLE MATCH	Rebekah J Brown Olson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</sup>

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 (Rebekah J Brown Olson) 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 158 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,437 is reasonable (approximately the 33<sup>rd</sup> 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.