

On Our Own Of Cecil County Inc

Executive Director / CEO

EIN 522247960
 MD · NTEE P99
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Chanelle Pounds, Executive Director / CEO** (\$33,195) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

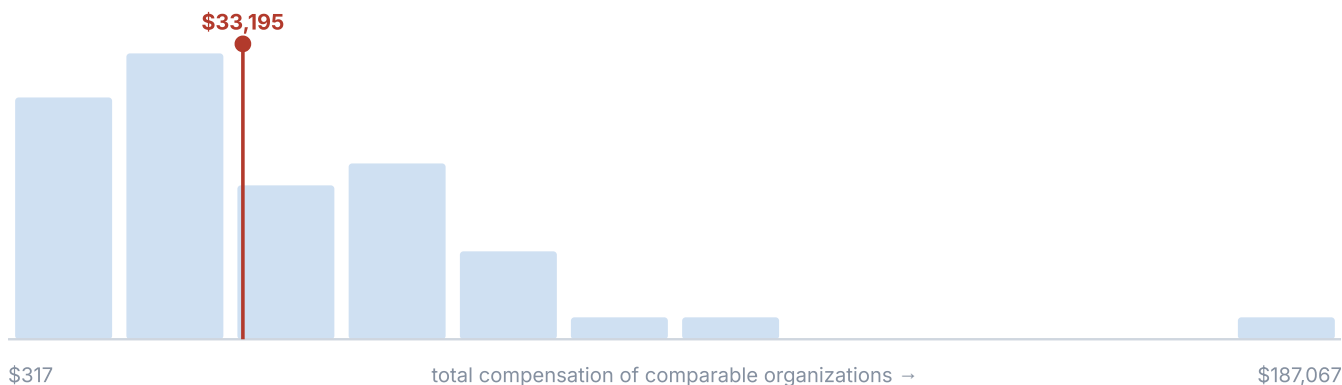
Benchmarked executive: Chanelle Pounds — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$89,237 and \$199,785 — 0.67x to 1.50x the subject's \$133,190 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,575	\$16,298	\$29,806	\$52,858	\$71,168	\$33,195
---------	----------	----------	----------	----------	-----------------



● 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
Upstream Access	OR	\$137,544	Secretary	\$9,275	\$8,949	2024
Roger L Von Amelunxen Foundation Inc	NY	\$137,553	Vice-pres,secretary & Dire	\$18,200	\$17,087	2024
Christian Social Services Cent	KY	\$128,678	Director	\$32,954	\$35,835	2025
Interplanetary Help Desk	TX	\$139,534	President	\$24,401	\$26,108	2023
Conaxion Inc	CA	\$126,782	President	\$23,500	\$21,705	2023
Jb Line Inc	MA	\$125,227	President	\$35,190	\$33,824	2023
The Literacy Center For Dyslexia I	FL	\$141,696	President	\$6,625	\$6,466	2024
By Their Side Inc	MD	\$121,317	Executive Director	\$80,943	\$78,621	2024
Thrive 360 Ministries Inc	FL	\$146,224	President	\$75,324	\$73,516	2024
Lafayette Fire Department Relief	MN	\$148,445	Secretary	\$300	\$317	2023
Vermont Association Of Senior Centers And Meal Providers	VT	\$113,923	Ex. Director	\$65,810	\$68,819	2024
Long Island Coalition Against Bullying	NY	\$153,708	Executive Director	\$56,160	\$52,724	2024
Tri County Community Health Fund	WA	\$154,307	Director	\$57,970	\$53,922	2024
H2o Missions Inc	OH	\$111,877	Treasurer/se	\$32,400	\$35,652	2024
Alpha Family Center Of	MI	\$111,253	Executive Di	\$11,075	\$11,876	2024
Foundations For Living Inc	GA	\$110,518	Director	\$47,499	\$49,619	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Communities Of Belonging	WA	\$156,768	Executive Director	\$65,000	\$60,461	2024
The Seven Project Inc	FL	\$156,972	Chief Executive Officer	\$17,800	\$17,886	2023
Pacific Living Alternatives	CA	\$107,366	President & Ceo	\$31,801	\$28,530	2024
Ma Hilas Heart Project Foundation	TX	\$159,688	President & Ceo	\$180,000	\$187,067	2024
Fairmont Area Kinship Inc	MN	\$105,789	Executive Di	\$22,959	\$24,266	2023
Masons Mission Foundation Inc	NY	\$104,780	President	\$15,800	\$14,834	2024
Hagars Heart	TX	\$165,357	Executive Dir.	\$33,875	\$35,205	2024
Four Winds American Indian Council	CO	\$165,663	Exec Dir Chair	\$48,000	\$47,818	2024
Fiona Jackson Center For Pregnancy Inc	FL	\$97,152	Exec Director	\$41,356	\$41,556	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2023 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 46 organizations. Compensation range \$317–\$187,067; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$133,190); for reference, expenses \$198,141 and assets \$47,555. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Chanelle Pounds, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers 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	52 nd
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	46 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 (Chanelle Pounds) 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 46 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,195 is reasonable (approximately the 52nd 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.