

Bayouclinic Inc

Executive Director / CEO

EIN 631270951

AL · NTEE P20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Julie Taylor, Executive Director / CEO** (\$106,204) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

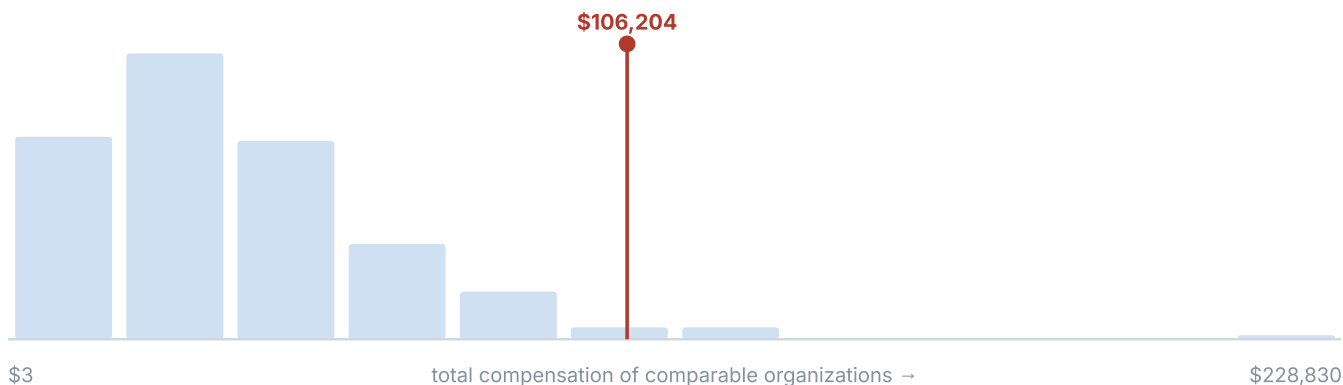
Benchmarked executive: Julie Taylor — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$74,820 and \$167,509 — 0.67x to 1.50x the subject's \$111,673 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

216 organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,305	\$19,609	\$33,374	\$52,524	\$71,316	\$106,204
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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 AL 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
Central Avenue Center Of Hope Inc	KS	\$111,517	Execuitive Director	\$35,150	\$35,150	2023
Globalfest Inc	NY	\$111,384	President	\$13,440	\$11,242	2023
This Star Won't Go Out Inc	MA	\$111,130	Executive Director	\$24,000	\$19,390	2024
Virtues Matter Inc	MD	\$112,221	President And Ceo	\$63,333	\$54,807	2023
Rural Housing Partnership	VA	\$111,091	Executive Director	\$7,190	\$6,242	2024
Its Time A Houghton Family Global	UT	\$112,621	Director - R	\$33,600	\$30,918	2024
Jackson In Action 83 Foundation Inc	FL	\$110,156	Executive Director	\$54,000	\$45,610	2024
La Voz Del Consolador	TX	\$113,301	Media	\$30,000	\$27,778	2023
Avenues Foundation	PA	\$113,617	Executive Director	\$27,981	\$25,829	2023
Helping Hands Ministry	TN	\$109,695	President	\$9,070	\$8,825	2023
Mcsy Qalicb Ymca (6859-so1)	WA	\$109,368	Director/president	\$42,956	\$34,578	2024
Our Sisters Closet Inc	AL	\$114,120	President	\$38,142	\$37,048	2024
Greater Louisville Intergroup Inc	KY	\$109,188	Coo	\$35,700	\$34,484	2024
Wnyhoo-now Inc	MO	\$114,482	Ceo, President & Treasurer	\$88,846	\$84,605	2024
The Roadie Clinic Inc	MI	\$115,316	Ceo	\$18,000	\$16,704	2024
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$49,734	2023
Virtuemediac Inc	GA	\$107,745	President & Founder	\$83,197	\$77,433	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Less Leg More Heart	NH	\$116,429	President	\$15,850	\$13,547	2023
Fraternal Order Of Eagles	MI	\$116,467	President	\$150	\$136	2025
Helping Hands Of Middle & West Tennessee	TN	\$116,475	Ceoprogram Director	\$82,000	\$75,497	2025
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$39,854	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$56,590	2024
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$19,662	2023
Refugio Ministries Inc	GA	\$117,819	President	\$66,709	\$60,306	2024
Delaware Family Restoration Services Inc	DE	\$117,989	Dir Development	\$60,775	\$53,502	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	216 organizations. Compensation range \$3–\$228,830; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$111,673); for reference, expenses \$574,118 and assets \$525,480. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Julie Taylor, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	87 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 (Julie Taylor) 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 216 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,204 is reasonable (approximately the 98th 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.