

Old Takoma Business Association Inc

Executive Director / CEO

EIN 753131452

MD · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Barclay, Executive Director / CEO** (\$101,487) against **every comparable organization** that fit the selection criteria — **314** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

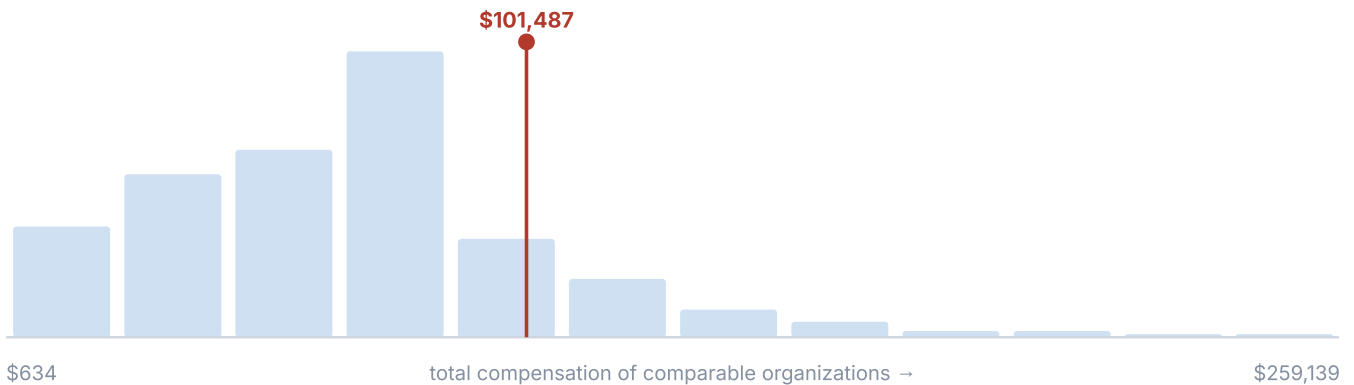
Benchmarked executive: Laura Barclay — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$228,764 and \$512,160 — 0.67x to 1.50x the subject's \$341,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

314 organizations qualified on sector, size, and geography → **314** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,368	\$38,298	\$66,785	\$85,013	\$118,883	\$101,487
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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
Miami Childrens Initiative Inc	FL	\$341,089	President Ceo	\$110,434	\$110,967	2023
Rogue Valley Food System Network	OR	\$341,087	Executive Director	\$88,931	\$85,802	2024
Mount Vernon Downtown Association	WA	\$342,231	Executive Dir.	\$78,678	\$73,184	2024
Brighton Main Streets Inc	MA	\$340,554	Executive Director	\$65,005	\$59,124	2025
St Jude Great Commission Community Development Cor	FL	\$340,550	Pceo	\$16,322	\$15,931	2024
86th Street Bay Ridge District	NY	\$340,050	Executive Direc	\$60,660	\$55,481	2025
Main Street Gloucester Preservation	VA	\$343,631	Executive Director	\$53,872	\$54,041	2024
One Horizon Institute Inc	KY	\$344,308	President And Board Chair	\$140,171	\$156,460	2024
Detroit Community Solutions Inc	MI	\$336,465	Ceo Non Voting	\$51,326	\$55,039	2024
Rochester Hope Inc	NY	\$334,931	Executive Director	\$24,279	\$22,793	2024
Hellgate Management Corporation	NY	\$334,528	President	\$70,634	\$68,271	2023
Main Street Deland Association Inc	FL	\$348,394	Executive Director	\$48,596	\$47,430	2024
Downtown Statesville Development	NC	\$334,303	Executive Dir.	\$63,839	\$68,531	2024
Homsite Fund Inc	NY	\$333,879	Director	\$19,020	\$17,856	2024
Midtown Greenway Coalition	MN	\$349,180	Executive Director	\$76,641	\$78,679	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Makers Collective	SC	\$349,248	Executive Dir.	\$20,400	\$22,111	2024
Concerned Communities For America Inc	DC	\$333,333	Ceo	\$75,000	\$70,397	2023
Extreme Community Makeover	CO	\$333,208	Executive Director	\$86,241	\$85,915	2024
Masters Of Coin	AZ	\$333,005	Presceo	\$43,003	\$42,967	2024
Sustaining Way	SC	\$332,175	Executive Di	\$77,258	\$83,737	2024
Pike Township Educational Foundation	IN	\$351,107	Executive Dir.	\$38,608	\$41,210	2025
DeKalb Co Senior Citizens Council Inc	MO	\$331,745	Administrator	\$29,861	\$32,859	2024
Booc Inc	IL	\$352,023	Executive Director	\$94,576	\$96,600	2024
Kingsbridge District Management Association Inc	NY	\$330,509	Exec Director	\$40,365	\$37,895	2024
Warroad Community Development	MN	\$330,238	President/ceo	\$86,353	\$88,649	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 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 314 organizations. Compensation range \$634–\$259,139; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$341,440); for reference, expenses \$270,679 and assets \$417,637.

ROLE MATCH	Laura Barclay, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Laura Barclay) 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 314 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,487 is reasonable (approximately the 86th 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.