

Baltimore Urban Debate League Inc

Executive Director / CEO

EIN 810596405
 MD · NTEE B80
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Coleen Reyes, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Coleen Reyes — reported title "Executive Direc", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B80).

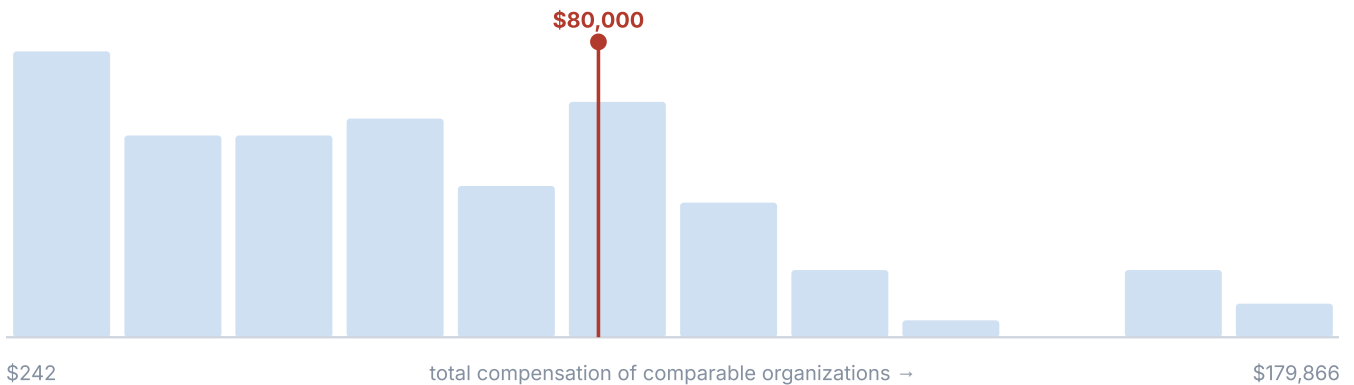
BUDGET Total revenue between \$271,220 and \$607,209 — 0.67x to 1.50x the subject's \$404,806 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,626	\$24,562	\$54,087	\$84,854	\$108,294	\$80,000
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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
Academic Informer Inc	TX	\$404,573	Managing Director	\$80,000	\$83,141	2024
The Center For Entrepreneurial	ME	\$406,335	Ceo	\$81,550	\$84,839	2024
Maui Huliau Foundation	HI	\$401,060	Executive Director	\$89,977	\$83,694	2024
Edhec America Inc	CA	\$399,768	Secretary, Executive Direc	\$194,740	\$179,866	2023
Bend Science Station	OR	\$410,320	Executive Dir.	\$121,000	\$116,743	2024
Home Of Potential And Excellence	TN	\$397,695	Executive Dir.	\$96,596	\$102,770	2025
Hope Learning Center	WA	\$412,085	Treasurer	\$68,112	\$61,723	2025
Jewish Intuition Inc	NY	\$415,896	Pres.	\$14,000	\$13,532	2023
Persist Nashville	TN	\$417,857	Founder	\$119,890	\$130,928	2024
First New Hampshire Robotics	NH	\$388,413	Secretary	\$50,167	\$46,886	2025
Bioquest Curriculum Consortium	NH	\$423,272	President	\$30,900	\$30,519	2023
Hendricks College Network	IN	\$424,534	Non-voting Executive Direc	\$83,581	\$91,573	2024
Las Floristas Inc	CA	\$430,769	Executive Di	\$50,000	\$43,700	2025
California Language Teachers Assoc	CA	\$375,762	Executive Di	\$20,000	\$17,942	2024
Loving Savior Lutheran Chinese School	CA	\$433,875	Ceo	\$28,363	\$26,197	2023
North Star Self-directed Learning For Teens Inc	MA	\$436,159	Executive Director	\$35,000	\$31,834	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bay Area Urban Debate Commission	CA	\$372,624	Executive Dir.	\$120,000	\$110,835	2023
Kut Different	FL	\$437,163	Presidence	\$80,960	\$81,351	2023
U Hope Cdc Inc	GA	\$367,692	Case Manager	\$56,101	\$62,810	2022
Brain Expansion Scholastic Training Inc	FL	\$366,369	Director	\$12,000	\$12,058	2023
Ohio Campus Compact	OH	\$364,697	Executive Director	\$78,014	\$88,382	2023
St Georges Child Care Center	ME	\$363,922	Executive Director	\$45,568	\$47,406	2024
Student Government Organization	NY	\$363,181	President	\$1,445	\$1,357	2024
Eclectic Teaching Consortium	AR	\$450,056	Executive Director	\$31,217	\$35,516	2025
Starke County Initiative For Lifelong	IN	\$359,386	Executive Director	\$975	\$1,041	2025

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	96 organizations. Compensation range \$242–\$179,866; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$404,806); for reference, expenses \$733,604 and assets \$29,482. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Coleen Reyes, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	67 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	63 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 (Coleen Reyes) 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 96 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 67th 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.