

Rebuild Johnston Square Neighborhood

Executive Director / CEO

EIN 810848003
 MD · NTEE S20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Regina Hammond, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **315** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

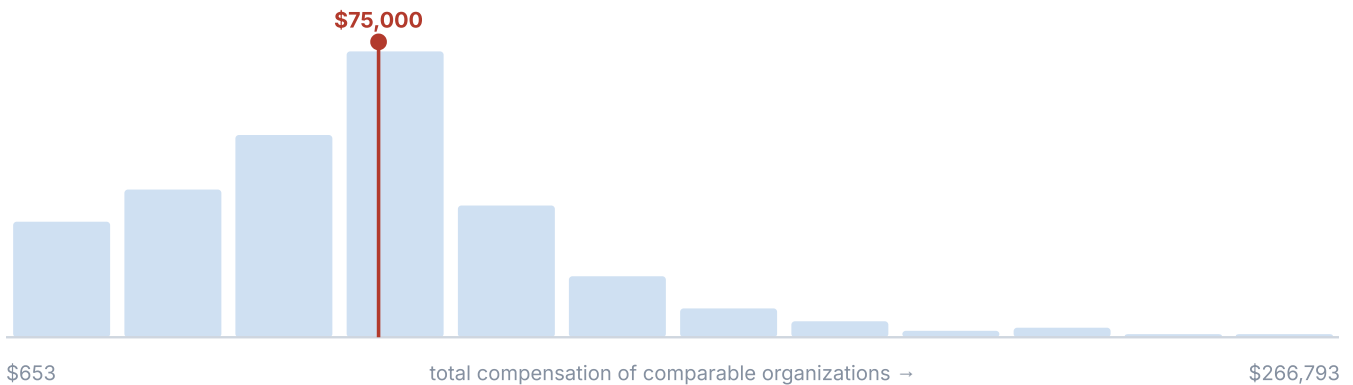
Benchmarked executive: Regina Hammond — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

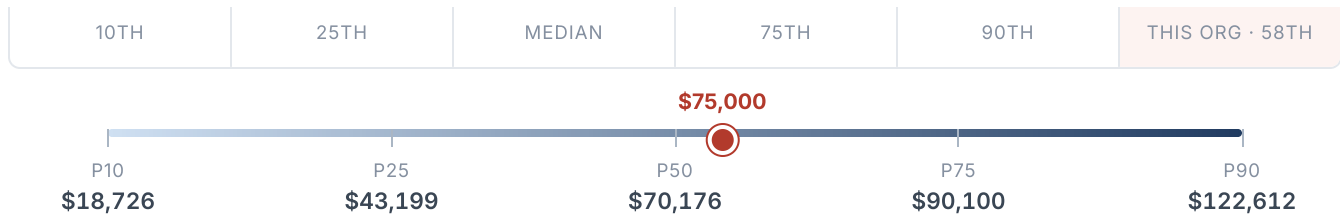
SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$250,539 and \$560,910 — 0.67x to 1.50x the subject's \$373,940 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

315 organizations qualified on sector, size, and geography → **315** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,726	\$43,199	\$70,176	\$90,100	\$122,612	\$75,000
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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
First African Community Development Corporation	GA	\$376,657	Executive Director	\$70,000	\$75,284	2024
Durham Central Park	NC	\$377,564	Executive Dir.	\$86,377	\$95,464	2024
Groundwork Bridgeport Inc	CT	\$377,786	President And Ceo	\$146,150	\$146,573	2024
City Center Waco	TX	\$368,676	Executive Director	\$122,708	\$131,293	2024
East Passyunk Avenue Business Improvement District	PA	\$379,868	Executive Director	\$31,731	\$33,846	2024
Havre De Grace Arts Collective Inc	MD	\$368,009	Executive Director	\$70,000	\$70,000	2024
Progeny Startups Inc	TN	\$367,807	Executive Director	\$88,461	\$99,459	2024
Shasta Living Streets	CA	\$367,637	Executive Director	\$104,867	\$94,361	2025
79th Street Corridor Neighborhood Initiative Inc	FL	\$380,551	Executive Director	\$51,054	\$51,301	2024
Good Capital	CO	\$366,947	President	\$1,000	\$1,026	2024
Focused Outreach Richmond Inc	VA	\$381,351	Executive Dir.	\$67,500	\$69,712	2024
Main Street Martinez Inc Db	CA	\$365,098	Executive Dir.	\$110,907	\$102,436	2024
The Michigan Environmental Council	MI	\$383,497	Former Presi	\$63,775	\$70,410	2024
Mobu Enterprises Foundation Corp	GA	\$383,520	Operations Manager	\$2,000	\$2,214	2023
Rockdale Coalition For Children & Families Inc	GA	\$364,279	Executive Director	\$82,862	\$86,820	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Communitycare Of Lyme	NH	\$384,156	Executive Director (Former)	\$19,200	\$18,474	2025
Ferguson Road Initiative	TX	\$363,705	Executive Director	\$52,885	\$56,585	2024
Jackson Hill Main Street Management Corporation	NJ	\$363,560	Executive Director	\$57,750	\$56,781	2023
Greater Louisville Foundation Inc	KY	\$363,497	President/ceo	\$33,738	\$38,771	2024
Main Street Oregon City	OR	\$384,442	Executive Director	\$68,557	\$68,099	2024
Spencer Main Street Company	IA	\$363,357	Director	\$56,680	\$64,671	2025
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$37,483	2023
Renew Moline Inc	IL	\$385,922	Executive Director	\$132,242	\$139,061	2024
Positive Move Nfp	IL	\$361,896	Ceo	\$69,255	\$74,978	2023
Flatland Productions Inc	TX	\$386,794	Vp/secretary	\$112,800	\$124,256	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 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.

■ Sample, role match & sensitivity

PEER COUNT 315 organizations. Compensation range \$653–\$266,793; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$373,940); for reference, expenses \$463,503 and assets \$270,547.

ROLE MATCH Regina Hammond, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	58 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	53 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 (Regina Hammond) 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 315 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 58th 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.