

Action Baybrook Inc

Executive Director / CEO

EIN 831630756

MD · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet L Eveland, Executive Director / CEO** (\$14,597) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Janet L Eveland — reported title “FOUNDER AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S20).

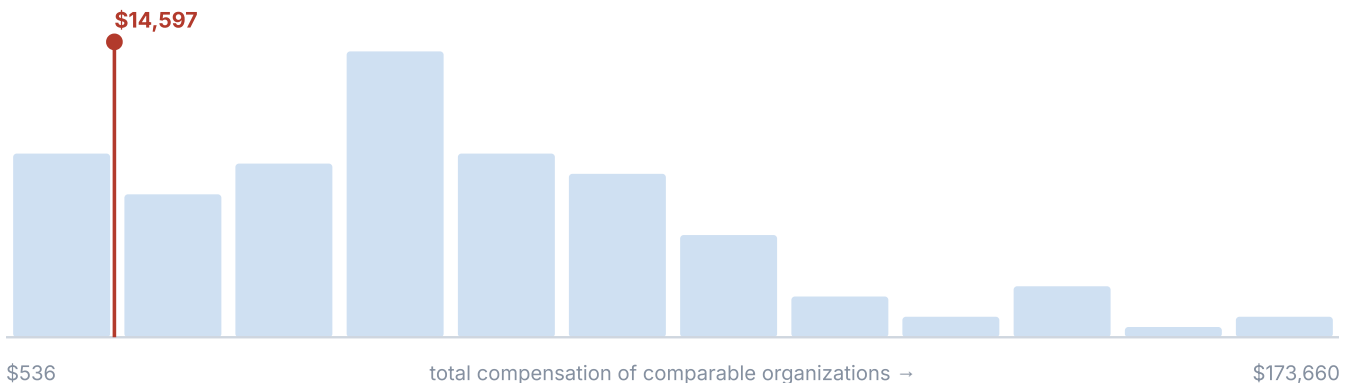
BUDGET Total revenue between \$98,772 and \$221,131 — 0.67x to 1.50x the subject's \$147,421 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

135 organizations qualified on sector, size, and geography

→ **135** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,288	\$31,192	\$53,149	\$78,499	\$101,301	\$14,597
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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
Community Foundation Of Grant County	IN	\$148,126	Executive Director (Part-year)	\$50,042	\$58,114	2023
Central Florida Utility & Transport Contractors Association Inc	FL	\$144,559	Executive Director	\$37,700	\$37,882	2024
Keep Ohio Beautiful Inc	OH	\$150,982	Executive Director	\$72,536	\$82,176	2024
Serverie	PA	\$151,244	Chariman	\$94,567	\$100,871	2024
Desour Valley Edc Inc	ND	\$151,738	Secretary	\$5,000	\$6,043	2023
Worldnets Synergy Foundation I	PR	\$143,000	Executive Dire	\$86,058	\$86,058	2024
Racine Revitalization Partnership Inc	WI	\$151,925	Executive Director	\$74,045	\$85,157	2023
Aqus Community Foundation	CA	\$152,866	Ceo	\$36,667	\$34,867	2023
The Advance Community Outreach Center Inc	FL	\$152,939	Executive Director	\$3,530	\$3,547	2024
Friends Of Residential Treasuresla	CA	\$140,465	Executive Director	\$17,500	\$16,163	2024
Main Street Greenwood Inc	MS	\$154,618	Director	\$41,334	\$49,241	2024
For Good Pgh	PA	\$154,812	Board Member	\$45,000	\$48,000	2024
Main Street Searcy Inc	AR	\$139,692	Executive Direc	\$51,879	\$62,375	2024
Northwest Ottawa Chamber Foundation	MI	\$139,424	President	\$4,042	\$4,348	2025
Thrive On Network Inc	NY	\$139,340	Founder + Executive Director	\$81,500	\$84,425	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Good Deed Project	NV	\$155,782	Executive Director	\$38,417	\$42,406	2023
Florida Alliance For Community Solutions Inc	FL	\$155,796	Executive Director	\$46,807	\$47,033	2024
Peacedale Global Arts Inc	NY	\$157,222	Secretary And Ceo	\$31,786	\$29,931	2025
Alamogordo Main Street	NM	\$157,250	Executive Director	\$48,625	\$54,499	2025
Main Street Fairmont Inc	WV	\$136,324	Executive Di	\$1,875	\$2,235	2023
Grow Grand Island Inc	NE	\$135,084	Chair Person	\$30,000	\$34,513	2024
East Peoria Community Foundation Nfp	IL	\$135,030	Administrative Assistant	\$1,800	\$1,949	2023
Murray Main Street Program Inc	KY	\$134,398	Executive Director	\$47,187	\$54,226	2024
Main Street Martinsburg Inc	WV	\$160,986	Executive Director	\$67,304	\$77,947	2024
Acres Home Chamber For Business And	TX	\$161,208	Chairman & Ceo	\$24,000	\$26,438	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	135 organizations. Compensation range \$536–\$173,660; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$147,421); for reference, expenses \$108,339 and assets \$279,192.
ROLE MATCH	Janet L Eveland, reported title " <i>FOUNDER AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	13 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 (Janet L Eveland) 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 135 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,597 is reasonable (approximately the 13th 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.