

# Maine Jobs Council

Executive Director / CEO

EIN 842687765

ME · NTEE S01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Edwards, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

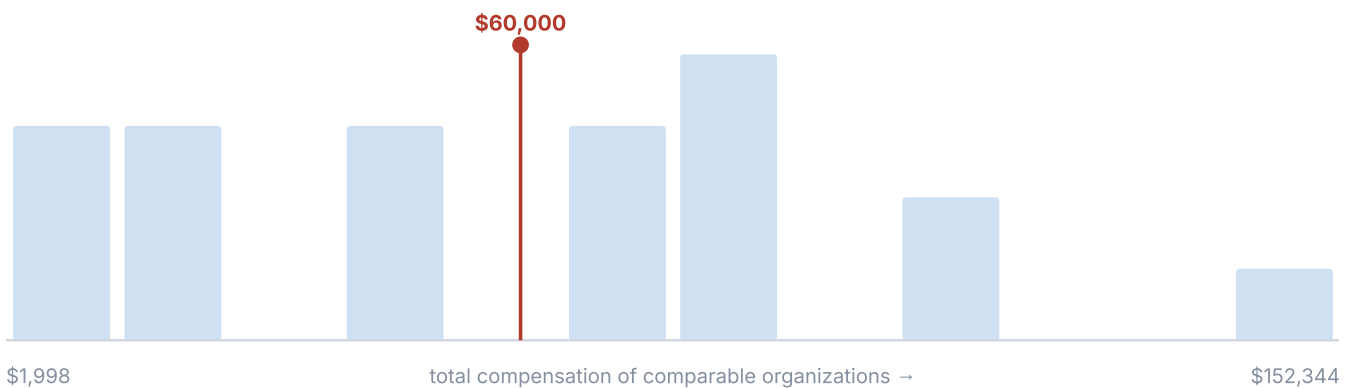
**Benchmarked executive:** Joe Edwards — reported title “CHAIRMAN/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S01).
BUDGET	Total revenue between \$220,262 and \$493,125 — 0.67x to 1.50x the subject's \$328,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S01), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,622	\$21,756	\$68,388	\$84,932	\$105,939	\$60,000
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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 ME 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
<a href="#">Bienvenido In Action</a>	TX	\$345,101	President	\$2,000	<b>\$1,998</b>	2024
<a href="#">Coalition Of African Communities - Philadelphia Africom</a>	PA	\$302,432	Director Of Programs	\$26,451	<b>\$26,342</b>	2024
<a href="#">San Francisco Transit Riders</a>	CA	\$356,416	Executive Director	\$18,598	<b>\$16,038</b>	2024
<a href="#">Ruby M Sisson Memorial Library</a>	CO	\$360,662	Executive Di	\$52,655	<b>\$50,422</b>	2024
<a href="#">Friends Of Lafitte Corridor Inc</a>	LA	\$370,942	Executive Dir.	\$95,135	<b>\$104,616</b>	2024
<a href="#">Pennsylvania State Association Of</a>	PA	\$384,303	Pres. 10/23-	\$3,000	<b>\$2,988</b>	2024
<a href="#">Visiones Collaborativas Collaborative Visions</a>	NM	\$246,616	Executive Director	\$11,970	<b>\$13,780</b>	2022
<a href="#">Spokane Alliance</a>	WA	\$240,872	Senior Organizer & Executive Director	\$86,534	<b>\$75,376</b>	2025
<a href="#">The Urbanist</a>	WA	\$240,593	Publisher	\$76,487	<b>\$68,388</b>	2024
<a href="#">Socorro County Options Prevention</a>	NM	\$422,804	Coordinator/	\$40,740	<b>\$43,759</b>	2024
<a href="#">Connectree</a>	CA	\$233,490	President	\$83,700	<b>\$72,178</b>	2024
<a href="#">The Neighborhood Network Alliance</a>	IL	\$425,227	Executive Dir.	\$110,043	<b>\$111,231</b>	2023
<a href="#">Drive Forward</a>	WA	\$230,000	Executive Director	\$100,000	<b>\$89,411</b>	2024
<a href="#">Pittsburgh Interfaith Impact Network</a>	PA	\$228,204	Board Member	\$17,240	<b>\$17,169</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Peer Voices United</a>	CA	\$430,066	Ceo	\$101,764	<b>\$87,756</b>	2024
<a href="#">Aapi Women Lead</a>	CA	\$438,369	Executive Dir.	\$176,663	<b>\$152,344</b>	2024
<a href="#">Builders Of Color Coalition</a>	MA	\$439,464	Executive Director	\$86,417	<b>\$77,552</b>	2024
<a href="#">Both Sides Of The Conversation</a>	CA	\$446,139	Executive Dir.	\$51,000	<b>\$45,278</b>	2023
<a href="#">Realtors Political Action Committee li</a>	MI	\$489,038	Treasurer/secretary	\$79,655	<b>\$82,107</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$1,998–\$152,344; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$328,750); for reference, expenses \$195,715 and assets \$263,337. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joe Edwards, reported title " <i>CHAIRMAN/TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	47 <sup>th</sup>

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 (Joe Edwards) 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 19 similarly situated organizations (Same NTEE sector (S01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 47<sup>th</sup> 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.