

Brown Girls Doc Mafia Inc

Executive Director / CEO

EIN 863570320
 NY · NTEE A30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Iyabo Boyd, Executive Director / CEO** (\$125,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

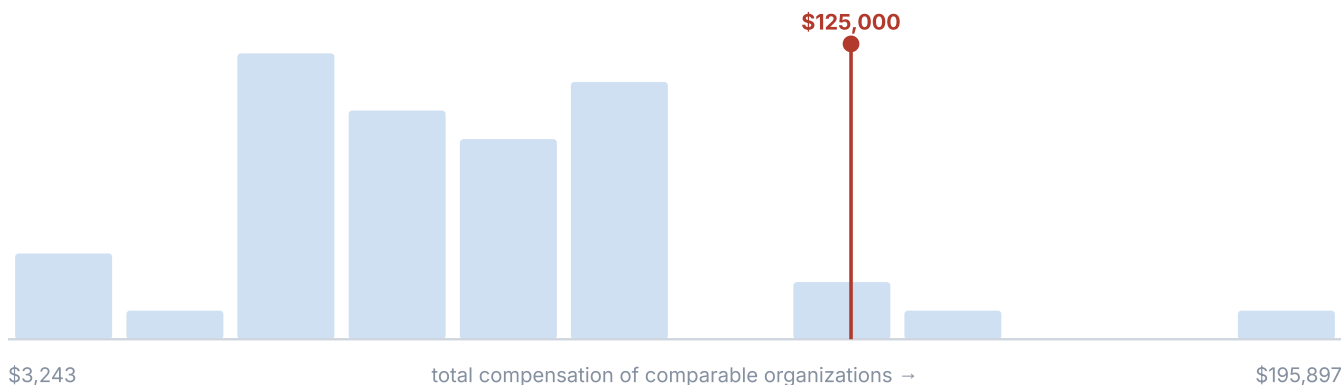
Benchmarked executive: Iyabo Boyd — reported title “FOUNDER AND CO-EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A30).
BUDGET	Total revenue between \$148,747 and \$333,016 — 0.67x to 1.50x the subject's \$222,011 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A30), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,825	\$44,334	\$63,269	\$89,264	\$97,658	\$125,000
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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 NY 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
Ad Relief Of Greater Los Angeles	CA	\$219,800	Exec. Director	\$62,500	\$59,725	2023
Alameda Post Inc	CA	\$227,628	President	\$15,210	\$14,118	2024
Armando Info Inc	FL	\$213,376	Director And President	\$22,240	\$22,458	2024
Headfirst Arts & Media Inc	CA	\$232,602	President & Director	\$205,000	\$195,897	2023
New Perspectives Media Assc	SC	\$238,857	Executive Producer	\$14,500	\$16,740	2023
Soapbox Productions And Organizing	IL	\$243,786	President	\$45,000	\$48,959	2023
Transcendent Media Inc	CA	\$244,431	President	\$75,100	\$71,765	2023
Watchfire Media Inc	CA	\$195,922	Executive Director	\$77,200	\$71,655	2024
Reckoning Inc	KY	\$253,107	President Executive Director	\$66,950	\$79,600	2023
Technology Broadcasting Corporation	MA	\$188,000	Director	\$75,955	\$75,534	2023
Double Portion Media	CA	\$257,101	Ceo	\$43,600	\$40,468	2024
Lexicon Of Sustainability Inc	CA	\$258,554	President	\$46,153	\$42,838	2024
The Pulp	MT	\$260,024	Co-publisher	\$80,000	\$92,695	2024
The Fallon Post	NV	\$260,755	President	\$40,005	\$44,377	2023
Mission Rise Inc	CA	\$265,521	President & Ceo	\$66,000	\$61,259	2024
Cappies Of The National Capital Area	VA	\$173,867	Program Directo	\$3,125	\$3,243	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fraser Valley Community Media Inc	CO	\$271,734	Executive Director	\$43,000	\$44,320	2024
Asian American Media Inc	CA	\$280,899	President	\$99,512	\$92,365	2024
Feet In 2 Worlds Inc	NY	\$281,470	President	\$38,640	\$37,531	2024
Just Facts Inc	TX	\$282,819	President	\$133,322	\$143,353	2024
Kiowa County Ks Media Center	KS	\$288,920	Creative Director	\$52,134	\$60,541	2024
5 Stone Media	MN	\$291,829	Executive Dir.	\$84,932	\$90,208	2024
Cicero Independiente Nfp	IL	\$292,904	President	\$60,000	\$65,278	2023
The Record Community News Group	IL	\$298,634	Treasurer	\$86,961	\$91,896	2024
Granite State News Collaborative	NH	\$302,569	Executive Director	\$40,831	\$40,526	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 42 organizations. Compensation range \$3,243–\$195,897; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$222,011); for reference, expenses \$835,192 and assets \$625,203. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Iyabo Boyd, reported title "*FOUNDER AND CO-EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	90 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	88 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 (Iyabo Boyd) 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 42 similarly situated organizations (Same NTEE sector (A30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,000 is reasonable (approximately the 90th 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.