

# Sher Le Mon Swim Club Inc

Executive Director / CEO

EIN 050301496

RI · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brette Blette, Executive Director / CEO** (\$600) against **every comparable organization** that fit the selection criteria — **1076** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Brette Blette — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

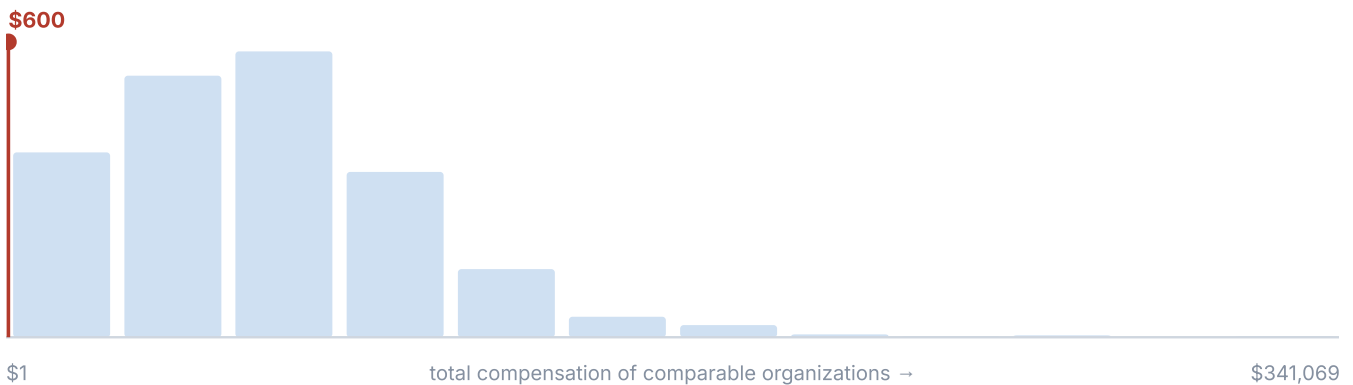
**SECTOR** Organizations sharing the subject's NTEE classification (P20).

**BUDGET** Total revenue between \$278,390 and \$623,262 — 0.67x to 1.50x the subject's \$415,508 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,076** organizations qualified on sector, size, and geography → **1,076** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,713	\$37,025	\$60,897	\$87,547	\$114,751	\$600
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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 RI 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="#">Sound The Trumpet Ministries</a>	TX	\$415,683	President &	\$75,500	<b>\$78,762</b>	2024
<a href="#">Faces And Voices Of Recovery Tri-county Inc</a>	SC	\$415,696	Executive Director	\$45,000	<b>\$50,405</b>	2023
<a href="#">Palmetto Family Council</a>	SC	\$415,123	Operations	\$65,376	<b>\$73,229</b>	2023
<a href="#">Northeast Ohio Foundation For Patriotism</a>	OH	\$414,979	Executive Director	\$72,824	<b>\$82,816</b>	2023
<a href="#">El Tesoro Foundation</a>	TX	\$416,389	President & Ceo	\$18,976	<b>\$19,796</b>	2024
<a href="#">Random Acts Of Flowers Tampa Bay Inc</a>	FL	\$416,629	Executive Director	\$69,350	<b>\$69,949</b>	2023
<a href="#">The Craddock Center Inc</a>	GA	\$414,372	Executive Dir	\$56,134	<b>\$57,345</b>	2025
<a href="#">Local 25 Permanent Building Corp</a>	DC	\$416,877	Executive Director	\$64,308	<b>\$58,852</b>	2024
<a href="#">Vessel For Arts</a>	MI	\$416,992	President And Executive Director	\$88,500	<b>\$92,809</b>	2025
<a href="#">Agudath Israel Of Ohio Inc</a>	OH	\$413,942	Executive Director	\$167,844	<b>\$190,873</b>	2023
<a href="#">House Of Neighborly Service - Monroe</a>	IL	\$417,391	Executive Dir.	\$56,833	<b>\$58,270</b>	2024
<a href="#">Helping Heroes Of America</a>	IN	\$417,423	President	\$43,500	<b>\$49,254</b>	2023
<a href="#">Women In Circle Inc</a>	KY	\$413,438	Executive Director	\$42,000	<b>\$47,059</b>	2024
<a href="#">A Mothers Love Inc</a>	NE	\$417,828	Executive Director	\$40,965	<b>\$45,950</b>	2024
<a href="#">Educate The Children Inc</a>	NY	\$417,870	Executive Director	\$33,990	<b>\$31,206</b>	2025
<a href="#">Rightpath Health Screenings</a>	AZ	\$412,228	President/ceo	\$99,840	<b>\$103,094</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Confident Sole</a>	MI	\$411,963	Executive Di	\$90,000	<b>\$96,879</b>	2024
<a href="#">Aging In Pace Washington</a>	WA	\$411,837	President	\$30,263	<b>\$28,257</b>	2024
<a href="#">Assuaged Foundation Inc</a>	CA	\$411,679	Vice President	\$3,150	<b>\$2,837</b>	2024
<a href="#">Spread The Love Commission</a>	WY	\$419,405	Executive Director	\$90,121	<b>\$100,642</b>	2024
<a href="#">Community Of Hope</a>	MO	\$411,572	Executive Director	\$149,998	<b>\$170,578</b>	2023
<a href="#">Youth Positive Impact Coaching</a>	TX	\$419,614	Ceo	\$83,200	<b>\$86,795</b>	2024
<a href="#">Ebenezer Ridge Point Apartments Inc</a>	MN	\$419,868	President, End 9-2024	\$70,974	<b>\$73,138</b>	2024
<a href="#">The Bay Area Mural Program Inc</a>	CA	\$411,111	Executive Di	\$137,705	<b>\$127,670</b>	2023
<a href="#">Artvango Therapeutic Services Inc</a>	TX	\$419,921	President And Ceo	\$62,500	<b>\$67,126</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	<b>1076</b> organizations. Compensation range \$1–\$341,069; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$415,508); for reference, expenses \$329,625 and assets \$759,615.
ROLE MATCH	Brette Blette, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Brette Blette) 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 1076 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$600 is reasonable (approximately the 0<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.