

Human Resource Development Agency Inc

Executive Director / CEO

EIN 060939080

CT · NTEE P200

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Mengacci Leslie, Executive Director / CEO** (\$52,210) against **every comparable organization** that fit the selection criteria — **797** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

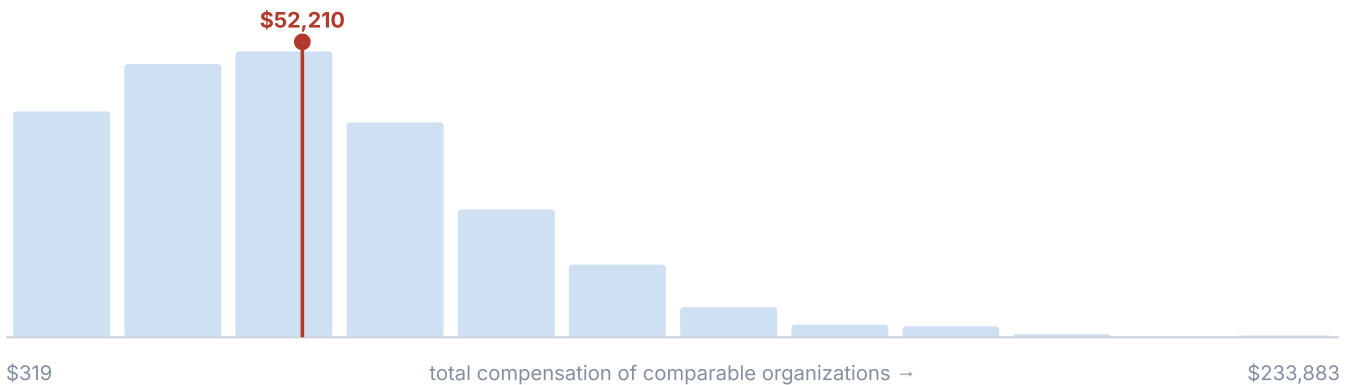
Benchmarked executive: Mengacci Leslie — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P200).
BUDGET	Total revenue between \$143,602 and \$321,498 — 0.67x to 1.50x the subject's \$214,332 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

797 organizations qualified on sector, size, and geography → **797** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,938	\$27,119	\$47,921	\$72,790	\$98,335	\$52,210
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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 CT 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
Center For Family Life Community	NY	\$214,276	Co-executive Director	\$50,028	\$50,952	2023
Lynden Legacy Inc	UT	\$214,598	Mgr. Director	\$63,000	\$70,589	2024
Made4me	NC	\$214,691	Former Executive Director	\$33,000	\$37,329	2024
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$56,770	2024
African Leadership Partners Inc	CA	\$213,728	President	\$33,600	\$31,763	2024
Wingard Home Inc	MS	\$214,968	Ceo/cfo, Crisis Pastor	\$14,400	\$18,077	2023
Arthur Lockhart Resource Institute	IL	\$213,680	Executive Director	\$31,500	\$34,904	2023
Thomas Toy Community Center	CA	\$214,994	Executive Dir.	\$46,667	\$45,419	2023
The Freedom Cafe	NH	\$213,567	Executive Director	\$50,525	\$51,074	2024
Greater Tallahassee Chamber Foundation	FL	\$213,537	President/ceo	\$18,150	\$18,666	2024
The Hundred Movement Inc	NC	\$215,394	Executive Dir.	\$32,415	\$36,667	2024
Shower Power Inc	NY	\$213,183	Executive Director	\$85,000	\$84,087	2024
Because Black Is Still Beautiful	CA	\$215,523	Executive Director	\$125,004	\$121,660	2023
Adp Community Services	AK	\$215,671	Executive Di	\$13,808	\$14,879	2023
Conexiones	MN	\$215,685	Executive Di	\$46,722	\$50,541	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mu Delta Lambda Charitable Fndn	IL	\$212,851	President	\$5,000	\$5,381	2024
Ericshouse Inc	AZ	\$212,826	Chairman	\$39,300	\$41,377	2024
Reins Of Grace Therapeutic Riding Center Inc	IN	\$212,694	President	\$24,000	\$27,708	2024
Black Everywhere	CA	\$216,079	President / Executive Director	\$24,463	\$23,125	2024
Mikkis Daycare Home Inc Nfp	IL	\$216,274	Director	\$34,560	\$37,196	2024
Africa Dream Partnership	PA	\$212,338	Director, Employee	\$45,750	\$51,422	2023
Recovery Cafe Fulton County Inc	IN	\$216,353	President	\$53,927	\$62,258	2024
Global Village Connect	MN	\$212,206	Executive Di	\$62,708	\$67,834	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$7,727	2023
Sam Davis Memorial Association	TN	\$216,549	Executive Director	\$50,900	\$57,063	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2025 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 CT 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 **797** organizations. Compensation range \$319–\$233,883; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$214,332); for reference, expenses \$197,237 and assets \$146,703.

ROLE MATCH	Mengacci Leslie, reported title " <i>EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	56 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	58 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 (Mengacci Leslie) 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 10, 2026, comparing compensation against 797 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,210 is reasonable (approximately the 56th 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 10, 2026.