

The Manchester Citizens Corporation

Executive Director / CEO

EIN 251232427

PA · NTEE S200

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lashawn Burton-faulk, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

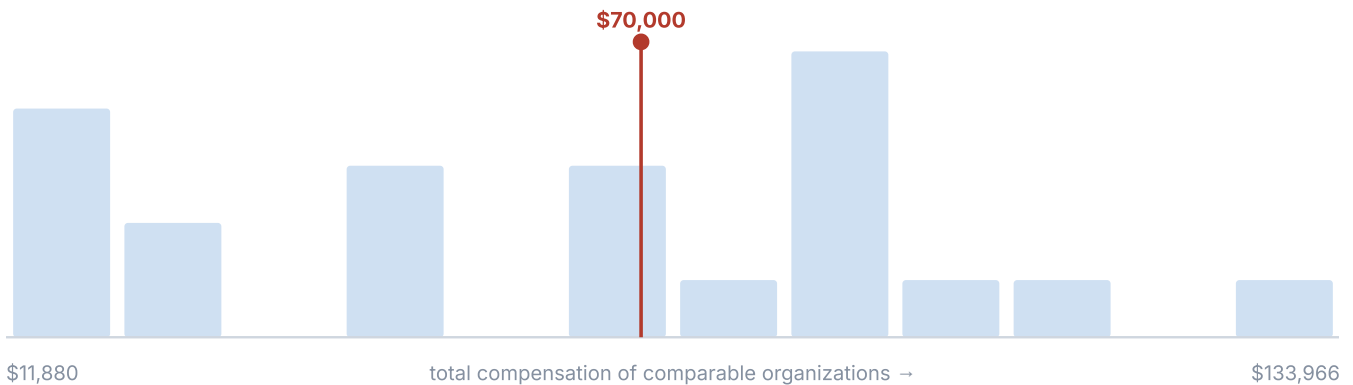
Benchmarked executive: Lashawn Burton-faulk — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S200).
BUDGET	Total revenue between \$324,984 and \$727,576 — 0.67x to 1.50x the subject's \$485,051 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + PA + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,396	\$30,821	\$67,699	\$87,230	\$95,000	\$70,000
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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 PA 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
Ripple Community Inc	PA	\$500,467	Executive Director	\$86,467	\$83,986	2024
Build Our Lives Together Inc	PA	\$501,597	Executive Director	\$17,308	\$16,811	2024
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$45,000	2023
Community Action Development Corporation	PA	\$532,585	Executive Director	\$11,880	\$11,880	2023
Latino Hispanic American Community Center	PA	\$431,112	Executive Director	\$66,983	\$65,061	2024
Shenango Valley Enterprise Zone	PA	\$418,788	Loan Coordinator	\$23,045	\$23,045	2023
Wilkinsburg Cdc Holding Co	PA	\$569,756	Executive Director	\$16,396	\$16,396	2023
Centro Nueva Creacion	PA	\$391,102	Director	\$45,040	\$45,040	2023
Oap Inc	PA	\$581,559	Director	\$67,699	\$67,699	2023
East Passyunk Avenue Business Improvement District	PA	\$379,868	Executive Director	\$31,731	\$30,821	2024
Wilkinsburg Community Development	PA	\$605,872	Executive Director	\$133,966	\$133,966	2023
Disability Pride Philadelphia Inc	PA	\$359,480	Executive Di	\$13,500	\$12,775	2025
Dimplez 4 Dayz Incorporated	PA	\$355,232	Executive Director	\$77,000	\$77,000	2023
World Servants Inc	PA	\$326,260	Executive Di	\$90,000	\$87,418	2024
Latrobe Cmty Revitalization Pgminc	PA	\$644,548	Executive Di	\$73,410	\$71,304	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wildheart	PA	\$651,054	Executive Director	\$89,807	\$87,230	2024
Germantown United Community Development Corporation	PA	\$659,395	Executive Director	\$49,026	\$47,619	2024
Diamond City Partnership Inc	PA	\$668,571	Executive Director	\$113,297	\$113,297	2023
Lawrenceville United	PA	\$695,388	Executive Dir.	\$85,268	\$85,268	2023
Community Capital Advisors	PA	\$705,450	Contractor	\$90,000	\$87,418	2024
Harrisburg Downtown Improvement District Inc	PA	\$720,409	Executive Director	\$95,000	\$95,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	21 organizations. Compensation range \$11,880–\$133,966; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$485,051); for reference, expenses \$634,561 and assets \$1,441,053.
ROLE MATCH	Lashawn Burton-faulk, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	38 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 (Lashawn Burton-faulk) 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 21 similarly situated organizations (Same NTEE sector (S20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 52nd 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.