

Carnegie Community Development Corporation

Executive Director / CEO

EIN 251698524
 PA · NTEE S21Z
 FY ending 2024-04-30
June 9, 2026

This analysis benchmarks the total compensation of **Joanne Letcher, Executive Director / CEO** (\$9,206) against **every comparable organization** that fit the selection criteria — **9** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

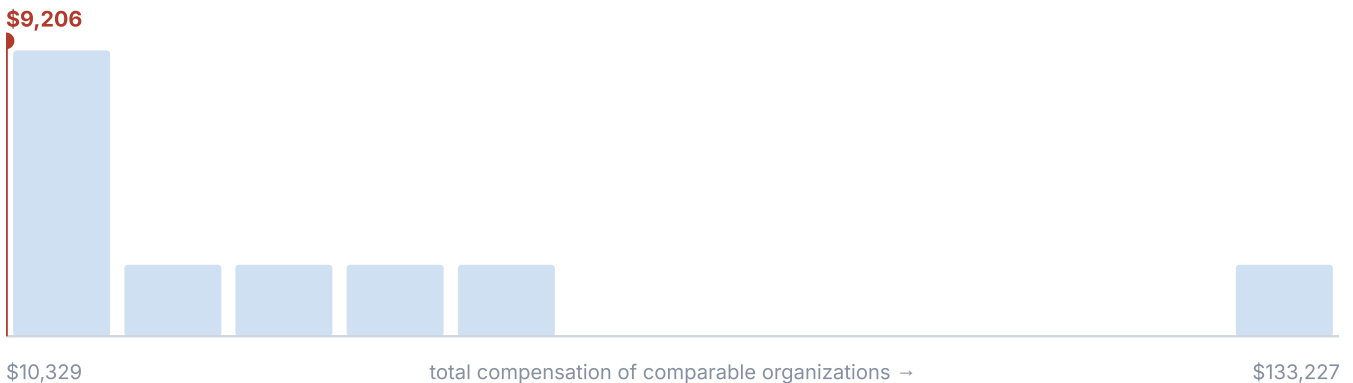
Benchmarked executive: Joanne Letcher — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S21Z).
BUDGET	Total revenue between \$2,366 and \$5,298 — 0.67x to 1.50x the subject's \$3,532 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

9 organizations qualified on sector, size, and geography → 9 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,629 10TH	\$11,730 25TH	\$23,662 MEDIAN	\$44,100 75TH	\$67,798 90TH	\$9,206 THIS ORG · 0TH
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\$9,206



■ 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
Local Union 97-building Corp	NY	\$3,750	Bus.rep	\$12,574	\$11,730	2023
Greater Wyoming Community Resource	MI	\$3,782	Secretary	\$35,833	\$37,088	2024
Ellen E & Victor J Cohn	OH	\$3,260	Treasurer	\$40,331	\$44,100	2023
Lchc Holdings Inc	HI	\$2,797	President	\$11,923	\$10,704	2024
Hrdc Griffin Place Holding Corporation	MT	\$4,288	President	\$11,352	\$12,271	2024
Opportunities Inc	VT	\$4,312	President	\$10,234	\$10,329	2024
Poco Realty Development Corporation	VA	\$2,392	Administrator	\$137,600	\$133,227	2024
East Baltimore Development	MD	\$2,389	President An	\$24,515	\$23,662	2023
Edc Strategic Initiatives Fund	MO	\$4,935	President & Ceo	\$48,434	\$51,441	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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	9 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$10,329–\$133,227; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$3,532); for reference, expenses \$41,488 and assets \$446,718. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joanne Letcher, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	0 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 (Joanne Letcher) 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 9 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,206 is reasonable (approximately the 0th 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.