

Leap Foundation Inc

Executive Director / CEO

EIN 260206557

MI · NTEE S11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert L Trezise Jr, Executive Director / CEO** (\$54,838) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Robert L Trezise Jr — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S11).

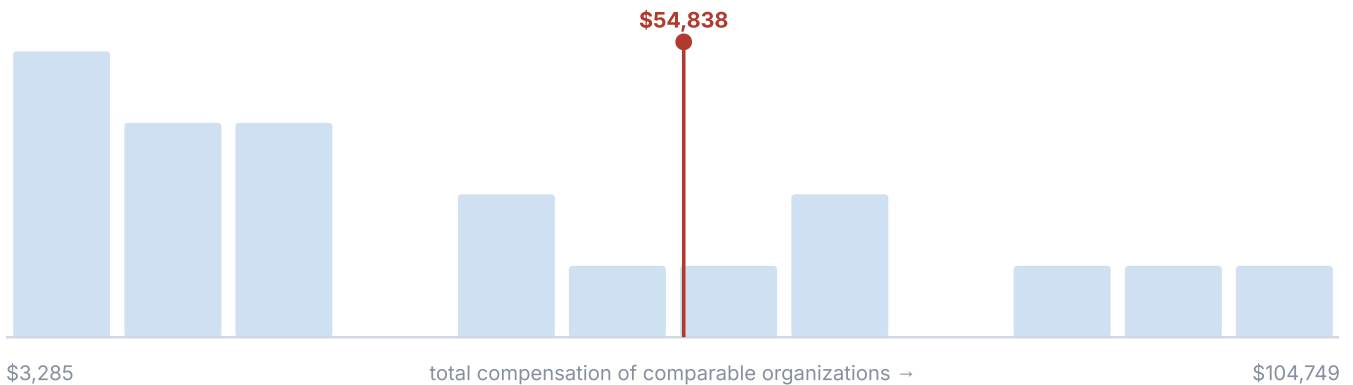
BUDGET Total revenue between \$133,170 and \$298,143 — 0.67x to 1.50x the subject's \$198,762 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S11), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,522	\$16,031	\$24,441	\$61,070	\$82,466	\$54,838
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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 MI 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
Huntingburg Event & Community Center Inc	IN	\$194,942	Executive Director	\$23,716	\$24,230	2024
Community Foundation Of The Ozarks Stock Trust	MO	\$203,994	Director/president & Ceo End 02/24	\$37,216	\$38,189	2024
Remre Inc	OK	\$189,567	Ceo (Beginning 8/2024)	\$5,586	\$5,959	2024
Gleaners Distribution Corporation	MI	\$189,024	President	\$3,191	\$3,285	2023
Acvb Foundation Inc	GA	\$222,034	President & Ceo	\$46,147	\$44,954	2024
Kaps Foundation	OK	\$173,783	Tcf Cl Director	\$82,930	\$88,471	2024
Decoursey Properties	TX	\$166,306	President & Ceo	\$47,205	\$47,099	2023
Nickel City Foundation Inc	NY	\$164,595	Board Member	\$10,220	\$8,947	2024
Austin Community Growth Ventures	MN	\$151,725	Executive Director - Dca	\$3,941	\$3,773	2024
Sme Preservation Fund	TN	\$247,816	Secretary	\$24,000	\$24,441	2024
1231-1235 Good Hope Road Inc	DC	\$135,004	Chief Executive Officer	\$23,544	\$20,017	2024
Community Property Inc	WI	\$134,760	Director/treasurer	\$15,872	\$16,060	2024
Bbb Of Central Arizona Foundation	AZ	\$282,163	Secretary	\$112,422	\$104,749	2024
Tulsa Town Hall Endowment Inc	OK	\$283,132	Executive Dir.	\$61,350	\$63,763	2025
Fort Worth Chamber Development	TX	\$283,720	Chamber President & Ceo, P	\$23,937	\$23,198	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pittsburgh Metropolitan Area	PA	\$284,671	Executive Di	\$81,397	\$80,965	2023
Two Harbors Area Food Shelf	MN	\$286,289	Executive Director	\$69,927	\$68,919	2023
Nareit Foundation	DC	\$290,348	President	\$68,663	\$58,376	2024
The Foundation Of The Women	NY	\$294,080	President &	\$18,278	\$16,002	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	19 organizations. Compensation range \$3,285–\$104,749; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,762); for reference, expenses \$228,762 and assets \$77,739.
ROLE MATCH	Robert L Trezise Jr, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	68th
Total compensation (D + F), as reported (no adjustments)	68th

 Reportable pay only (column D), adjusted
0th

 All sources (D + E + F), adjusted
79th

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 (Robert L Trezise Jr) 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 19 similarly situated organizations (Same NTEE sector (S11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,838 is reasonable (approximately the 68th 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.