

L&b Community Development Corp

Executive Director / CEO

EIN 273874397
 AL · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Llewelyn Haleem, Executive Director / CEO** (\$63,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

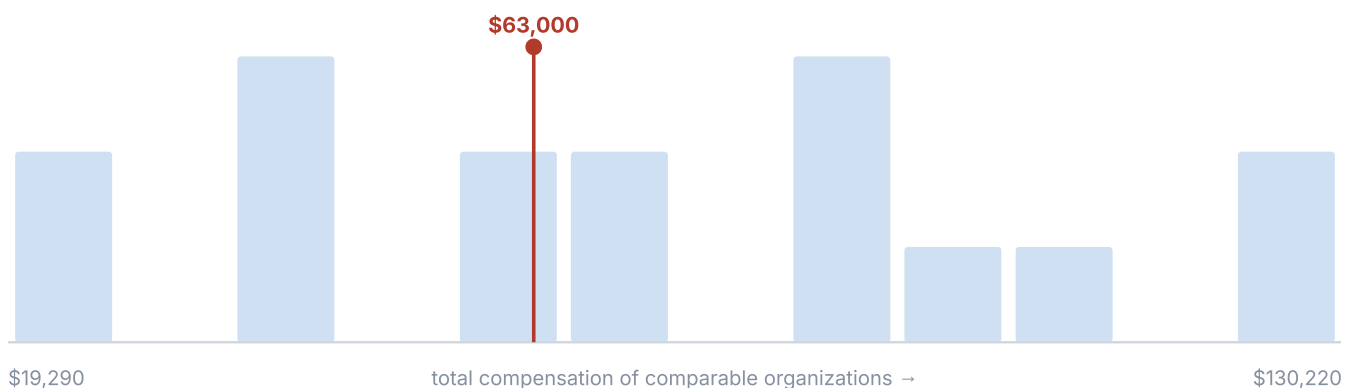
Benchmarked executive: Llewelyn Haleem — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P20).
- BUDGET** Total revenue between \$318,523 and \$713,112 — 0.67x to 1.50x the subject's \$475,408 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P20) + AL + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,467	\$44,558	\$68,183	\$93,938	\$117,111	\$63,000
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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 AL 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
White Men For Racial Justice Inc	AL	\$473,500	Director	\$101,250	\$101,250	2024
Restore Ministries Of	AL	\$467,912	Counselor	\$127,891	\$127,891	2024
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$42,331	2024
Aero Missions	AL	\$493,040	Director	\$66,871	\$66,871	2024
Unsheltered International	AL	\$451,392	President & Ceo	\$26,455	\$27,236	2023
The Centre	AL	\$503,852	Director/counselor	\$83,610	\$86,080	2023
Agape Of North Alabama Inc	AL	\$446,333	Exec Director	\$106,330	\$106,330	2024
Fishers Farm Corporation	AL	\$430,838	Director Of	\$59,875	\$59,875	2024
Alabama Possible	AL	\$522,882	Executive Director	\$126,484	\$130,220	2023
Southeast Alabama Works Inc	AL	\$405,443	Executive Director	\$87,051	\$87,051	2024
Huntsville Assistance Program	AL	\$354,281	Executive Di	\$67,500	\$69,494	2023
Kidz Outdoors Inc	AL	\$347,019	Secretar/tre	\$19,800	\$19,290	2025
Hope Outdoors Inc	AL	\$610,289	National Director	\$45,300	\$45,300	2024
Neighborhood Christian Center Of Al	AL	\$620,206	Director	\$91,500	\$91,500	2024
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$58,077	2024
Common Thread Community	AL	\$709,288	President/treasurer	\$41,697	\$41,697	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 16 organizations. Compensation range \$19,290–\$130,220; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$475,408); for reference, expenses \$552,574 and assets \$930,203.

ROLE MATCH Llewelyn Haleem, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	44 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 (Llewelyn Haleem) 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 16 similarly situated organizations (Same NTEE sector (P20) + AL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 44th 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.