

Bethel Enrichment Center Incorporated

Executive Director / CEO

EIN 274265149

NC · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ladonna Mcneely, Executive Director / CEO** (\$135) against **every comparable organization** that fit the selection criteria — **446** 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: Ladonna Mcneely — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

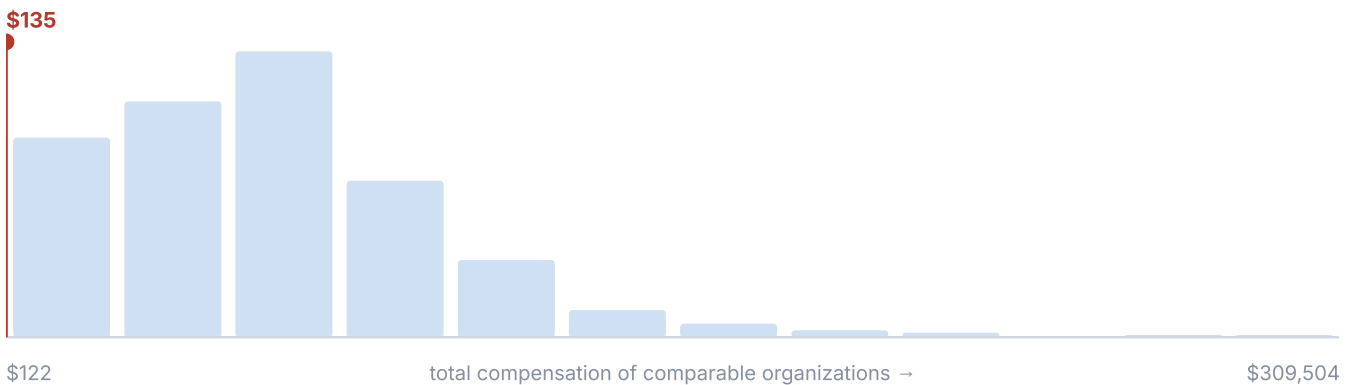
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$252,365 and \$564,997 — 0.67x to 1.50x the subject's \$376,665 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

446 organizations qualified on sector, size, and geography → **446** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,098

\$33,491

\$57,027

\$83,246

\$111,879

\$135



■ 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 NC 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
Women In Neuroscience	TX	\$376,881	Interim Executive Director	\$57,000	\$55,182	2024
Mcminnville Christian Academy	OR	\$377,691	Principal	\$15,900	\$14,713	2023
Kingdom Classical Academy	PA	\$378,121	Head Of School & President	\$23,332	\$23,183	2023
Plumfield Academy Inc	MA	\$374,824	President	\$43,304	\$38,773	2023
Siddhartha School Partnership	ME	\$374,532	Executive Director	\$33,833	\$32,788	2024
Behawaiiorg	HI	\$374,360	Executive Director (Aug - Dec)	\$60,953	\$54,374	2023
Building Equity Aspiration Resilience	CA	\$378,984	President Ceo	\$104,000	\$89,480	2023
Student-athletes Organized To Under	DC	\$374,326	Director	\$86,400	\$73,378	2024
Process Work Institute	OR	\$373,574	Executive Di	\$76,550	\$67,027	2025
Franklin Tomorrow Inc	TN	\$373,443	Chief Executive Officer	\$87,779	\$89,297	2024
Project Light Of Manatee Inc	FL	\$373,007	Executive Director	\$83,700	\$76,098	2024
Challenge Sonoma Adventure	CA	\$372,717	Director	\$34,680	\$28,982	2024
If You Heard What I Heard Inc	CA	\$371,217	Director/chair	\$8,332	\$6,963	2024
Oakland Digital Arts And Literacy Center Inc	CA	\$382,357	Executive Director	\$94,800	\$81,564	2023
The Savannah Book Festival Inc	GA	\$370,657	Executive Di	\$61,000	\$61,113	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Center For Entrepreneurship And Innovation	DC	\$370,000	President	\$28,421	\$24,850	2023
The Caterpillar Lab	NH	\$369,884	Executive Director	\$62,181	\$55,567	2024
Su Casa De Esperanza Inc	TX	\$384,544	Executive Dir.	\$38,490	\$38,363	2023
Sylvan Robotics	OH	\$368,756	Executive Dir.	\$119	\$122	2024
The Resiliency Collaborative Inc	NC	\$368,490	Executive Director Former	\$84,540	\$84,540	2024
Kentucky Center For Public Service Journalism	KY	\$368,320	President	\$75,200	\$80,501	2023
Central Indiana Clubhouse Nfp Corp	IN	\$385,145	—	\$54,618	\$55,744	2024
Aamva Region I Inc	VA	\$367,811	Director, Regions I & II	\$15,357	\$14,775	2023
The Upward Project	MA	\$386,090	Executive Director	\$100,889	\$87,742	2024
The Growing Tree Learning Center	VA	\$366,924	Administrator	\$49,885	\$47,992	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 446 organizations. Compensation range \$122–\$309,504; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$376,665); for reference, expenses \$280,510 and assets \$204,805.

ROLE MATCH	Ladonna Mcneely, reported title " <i>Vice President</i> ", 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.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	6 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 (Ladonna Mcneely) 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 446 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$135 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.