

# Extreme Kids And Crew Inc

Executive Director / CEO

EIN 352392415  
 NY · NTEE O50  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lovisa Brown, Executive Director / CEO** (\$73,769) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

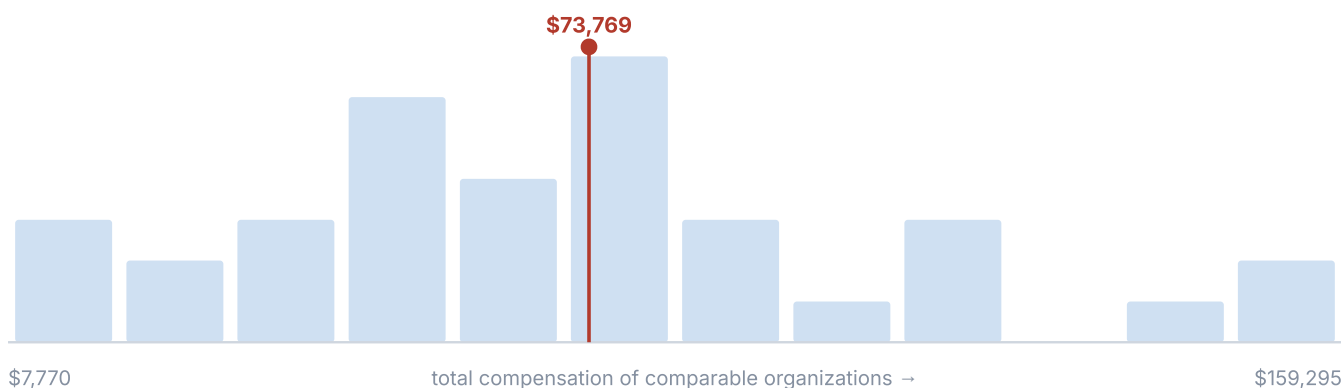
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$204,902 and \$458,737 — 0.67x to 1.50x the subject's \$305,825 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50) + NY + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$23,426</b> 10TH	<b>\$47,506</b> 25TH	<b>\$69,231</b> MEDIAN	<b>\$85,031</b> 75TH	<b>\$121,148</b> 90TH	<b>\$73,769</b> THIS ORG · 54TH
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■ **Comparable organizations**

P50
P75
P90

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**\$23,426**
**\$47,506**
**\$69,231**
**\$85,031**
**\$121,148**

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 NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Lightnings Junior Cheerleading Incorporated	NY	\$300,693	<b>\$7,770</b>	990
Young Masterminds Initiative Inc	NY	\$299,143	<b>\$84,583</b>	990
Navigate The Maze To Achievement Inc	NY	\$290,357	<b>\$53,422</b>	990
100cameras	NY	\$285,412	<b>\$27,967</b>	990
Seeds In The Middle Inc	NY	\$283,237	<b>\$139,869</b>	990
New York State Association For Infant Mental Health Inc	NY	\$280,226	<b>\$56,620</b>	990
Pelham Together Inc	NY	\$334,542	<b>\$97,131</b>	990
World Soccer Organization Inc	NY	\$334,856	<b>\$20,398</b>	990
A Fair Shake For Youth Inc	NY	\$276,311	<b>\$82,561</b>	990
Black Men Achieve Of Greater Rochester Inc	NY	\$336,288	<b>\$41,225</b>	990
You Are Beautiful People Inc	NY	\$271,834	<b>\$80,133</b>	990
Adirondack Ski Touring Council Inc	NY	\$342,606	<b>\$77,705</b>	990
Farmingdale Soccer Club Inc	NY	\$266,920	<b>\$59,716</b>	990
Inner City Youth And Family Services Inc	NY	\$265,000	<b>\$74,021</b>	990
Young Urban Christians & Artists Inc	NY	\$262,956	<b>\$75,000</b>	990
Cliff Avril Family Foundation Inc	NY	\$351,214	<b>\$85,478</b>	990
12th Rock Ministries Inc	NY	\$353,432	<b>\$54,640</b>	990
Mission Be Inc	NY	\$357,538	<b>\$121,336</b>	990
American Debate League Inc	NY	\$358,602	<b>\$92,328</b>	990
The Young Airman Association	NY	\$252,601	<b>\$159,295</b>	990
How Our Lives Link Altogether Inc	NY	\$250,916	<b>\$48,566</b>	990
Neighborhood Change Youth Organization Inc	NY	\$250,774	<b>\$40,000</b>	990
Working Parents Alliance Inc	NY	\$247,391	<b>\$65,470</b>	990
Friends Of The Addison Youth Center	NY	\$245,993	<b>\$33,879</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
The Julio A Martinez Memorial Fund	NY	\$244,889	<b>\$46,446</b>	990

## ■ 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 NY 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	35 organizations. Compensation range \$7,770–\$159,295; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$305,825); for reference, expenses \$505,593 and assets \$129,734. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lovisa Brown, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	51 <sup>st</sup>

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

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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 (Lovisa Brown) 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 35 similarly situated organizations (Same NTEE sector (O50) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,769 is reasonable (approximately the 54<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). 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.