

Inner Banks Stem Center

Executive Director / CEO

EIN 455501690

NC · NTEE I21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alvin Powell, Executive Director / CEO** (\$6,625) against **every comparable organization** that fit the selection criteria — **24** 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: Alvin Powell — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I21).

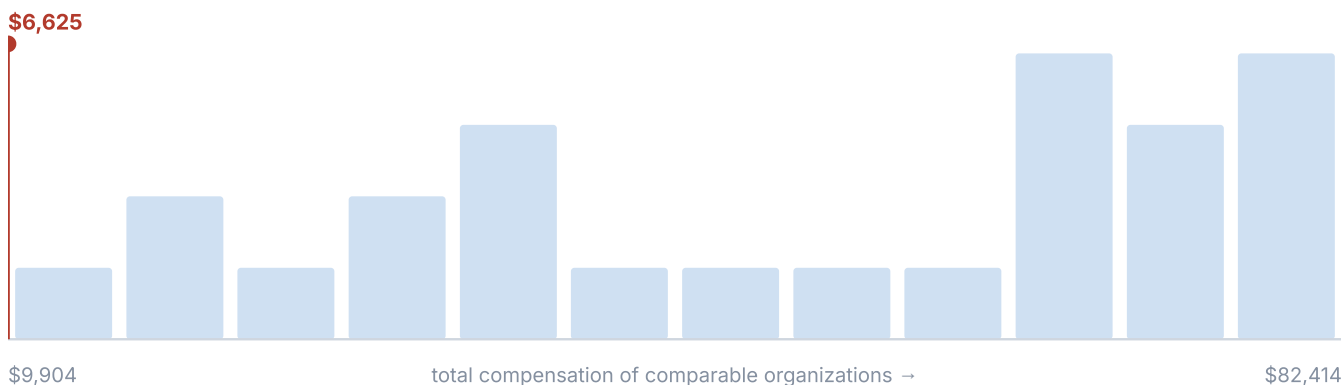
BUDGET Total revenue between \$139,960 and \$313,344 — 0.67x to 1.50x the subject's \$208,896 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,782

\$33,962

\$55,704

\$71,144

\$78,924

\$6,625



■ 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
Dayonenotdaytwo	PA	\$207,532	Executive Director	\$10,565	\$9,904	2024
Take Action Mon Valley	PA	\$210,446	President & Ceo	\$70,250	\$65,856	2024
Lived Experiences Inc	CA	\$205,975	Founder	\$42,000	\$34,092	2024
Babylon Inc	VA	\$202,845	Director	\$72,000	\$67,281	2023
Nokomis East Neighborhood Association	MN	\$214,947	Executive Director	\$70,513	\$65,497	2024
Community Youth Athletic Center	CA	\$198,373	President/exec. Dir.	\$72,500	\$58,850	2024
Kim Logan Communications	MI	\$224,139	President	\$24,000	\$23,286	2024
Fresh Start Inc	CO	\$192,131	Executive Di	\$42,998	\$39,902	2023
Rebound Of Whatcom County	WA	\$191,583	Executive Director	\$76,830	\$66,572	2023
Stanly County Juvenile Restitution	NC	\$190,578	Executive Di	\$74,610	\$70,601	2025
301 Housing Development Fund Corporation	NY	\$239,065	President	\$38,386	\$33,570	2023
The Delta Project	MI	\$244,281	Director	\$75,000	\$72,771	2024
1614-1622 Jonquil Terrace	IL	\$249,733	Executive Director/ceo	\$19,212	\$18,280	2023
New Vision Inc	TN	\$250,643	President	\$51,000	\$50,394	2024
Gang Free Inc	NC	\$164,557	Executive Di	\$29,770	\$29,770	2023
A Vision Of Change Incorporated	OH	\$254,025	Executive Director	\$80,400	\$82,414	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jeffco Deangelis Foundation	CO	\$147,262	Executive Di	\$90,000	\$79,034	2025
Granite Falls Community Coalition & Food	WA	\$271,359	Food Bank Director	\$51,400	\$44,537	2023
Virginia Mentoring Partnership	VA	\$275,801	Executive Di	\$83,246	\$73,610	2025
Dukes Foundation Corporation	GA	\$140,064	President	\$40,000	\$37,807	2024
Roosevelt Park Ministries Inc	MI	\$280,833	Executive Director	\$78,751	\$78,667	2023
Rivington Housing Development Fund	NY	\$281,793	President/ed	\$61,872	\$52,557	2024
Skillful Living Center Inc	TX	\$300,351	Chief Executive Office	\$85,000	\$79,928	2024
Changing The Health Of Adolescents Impacting The Nation Reaction Inc	CA	\$308,759	Ceo	\$19,600	\$17,052	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 24 organizations. Compensation range \$9,904–\$82,414; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$208,896); for reference, expenses \$127,722 and assets \$596,504.

ROLE MATCH Alvin Powell, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	13 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 (Alvin Powell) 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 24 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,625 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.