

The North Omaha Intergenerational Campus

Executive Director / CEO

EIN 464690725

NE · NTEE L50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Reva Evans, Executive Director / CEO** (\$12,055) against **every comparable organization** that fit the selection criteria — **1094** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Reva Evans — 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 (L50).
BUDGET	Total revenue between \$191,092 and \$427,818 — 0.67x to 1.50x the subject's \$285,212 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,094 organizations qualified on sector, size, and geography → **1,094** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,937	\$19,900	\$37,516	\$59,270	\$79,523	\$12,055
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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 NE 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
Association To Benefit Children Hdgc	NY	\$285,288	President/ceo	\$109,836	\$95,004	2023
Twb Residential Opportunities Inc	NY	\$285,403	Ceo/vice President	\$52,793	\$44,354	2024
Northwest Charities	UT	\$285,690	President & Ceo	\$36,100	\$34,352	2024
Casa Esperanza Project	IL	\$284,474	Executive Director	\$75,934	\$69,408	2024
Ser Community Development Corporation	TX	\$285,957	Director (Ceo, Ser Jobs)	\$7,031	\$6,539	2024
Parker Street Foundation	CA	\$286,001	Secretary Treasurer	\$4,488	\$3,603	2024
New Richmond Senior Housing Inc	MN	\$286,056	President & Ceo	\$41,871	\$38,467	2024
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$58,717	2024
Rebuilding Hope Inc	NC	\$284,330	Co-director	\$7,000	\$6,725	2024
Aster Inc	OR	\$286,149	Chair	\$6,799	\$5,870	2024
Washtenaw Housing Alliance	MI	\$284,243	Executive Di	\$103,370	\$102,130	2023
The Winter Sanctuary Inc	OH	\$286,321	Executive Di	\$41,577	\$40,943	2024
Sweet Evening Breeze Inc	KY	\$284,020	Executive Director	\$85,340	\$83,048	2025
Citizen Robotics Inc	MI	\$286,772	Ceo	\$64,615	\$62,008	2024
Pleasant Street Housing Inc	ME	\$283,651	Executive Director	\$6,474	\$5,872	2025
The Guest House Inc	IN	\$283,548	Executive Di	\$36,926	\$36,205	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Hampton Roads Supportive	MN	\$283,227	President Tr	\$65,715	\$62,156	2023
4nyc Housing Inc	NY	\$287,232	President/ed	\$66,264	\$57,316	2023
Bethany House Inc	NY	\$287,235	Director	\$57,700	\$48,477	2024
Primrose Apartments Inc	PA	\$287,265	Ceo	\$18,725	\$17,361	2024
Asi Southern Nevada Inc	MN	\$283,090	President/tr	\$65,715	\$62,156	2023
Abraham Apartments Housing Development	NY	\$287,359	President/ceo	\$50,896	\$44,023	2023
Richard Lieb Senior Apartments Inc	CA	\$283,023	Former Exec Dir	\$15,870	\$13,118	2023
Hijra House Association	MS	\$282,996	Director	\$35,500	\$37,847	2023
Asi Kansas City Inc	MN	\$282,961	President/tr	\$68,006	\$60,867	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 1094 organizations. Compensation range \$142–\$445,364; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$285,212); for reference, expenses \$104,589 and assets \$2,328,303. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Reva Evans, 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.**

RELATED-ORG PAY	649 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	45 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	14 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	35 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 (Reva Evans) 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 1094 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,055 is reasonable (approximately the 14th 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.