

# Neighborhood Data Works

Executive Director / CEO

EIN 472579302

NC · NTEE S05

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kenton Spencer, Executive Director / CEO** (\$37,569) against **every comparable organization** that fit the selection criteria — **1600** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kenton Spencer — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S05).
BUDGET	Total revenue between \$177,166 and \$396,642 — 0.67x to 1.50x the subject's \$264,428 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,600** organizations qualified on sector, size, and geography → **1,600** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,287	\$34,400	\$63,684	\$88,732	\$123,998	\$37,569
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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 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
<a href="#">Join Prometheus Partners Inc</a>	NY	\$264,442	Director And Executive Director	\$88,260	<b>\$79,229</b>	2024
<a href="#">South Texas Builders Alliance</a>	TX	\$264,546	Executive Director	\$58,333	<b>\$57,966</b>	2024
<a href="#">The Society For Psychedelic Outreach</a>	CO	\$264,266	Chair	\$42,800	<b>\$43,694</b>	2022
<a href="#">Homer-cortland Community Agency Inc</a>	NY	\$264,626	Executive Director	\$72,500	<b>\$67,003</b>	2023
<a href="#">Title Insurance Rating Bureau Of</a>	PA	\$264,658	Executive Director	\$70,431	<b>\$69,773</b>	2024
<a href="#">Foundation For Community Driven Innovation Inc</a>	FL	\$264,104	Executive Director	\$21,750	<b>\$20,297</b>	2024
<a href="#">Johnston Chamber Of Commerce</a>	IA	\$264,845	Executive Di	\$63,742	<b>\$69,334</b>	2024
<a href="#">Gillespie County Economic</a>	TX	\$264,944	Executive Director	\$150,907	<b>\$149,960</b>	2024
<a href="#">South Congress Improvement Assoc</a>	TX	\$263,862	Executive Di	\$40,048	<b>\$39,797</b>	2024
<a href="#">Naugatuck Valley Project Inc</a>	CT	\$263,743	Executive Director	\$70,000	<b>\$65,200</b>	2024
<a href="#">Homewood Chamber Of Commerce</a>	AL	\$263,675	Executive Director Through 0324	\$75,079	<b>\$80,576</b>	2024
<a href="#">Svp Austin Inc</a>	TX	\$263,643	Executive Director	\$118,938	<b>\$118,191</b>	2024
<a href="#">Cottage Grove Chamber Of Commerce</a>	WI	\$263,478	Executive Director	\$62,776	<b>\$67,053</b>	2023
<a href="#">Property Valuation Administrators'</a>	KY	\$263,472	Executive Di	\$79,720	<b>\$82,891</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Treasure Valley Rv Dealers Assoc</a>	ID	\$265,575	President	\$13,000	<b>\$14,144</b>	2023
<a href="#">Gapps Global Alliance To Prevent</a>	WA	\$265,582	Treasurer	\$24,000	<b>\$21,346</b>	2024
<a href="#">Sustainable Opportunity Development</a>	OH	\$265,636	Executive Di	\$95,577	<b>\$103,535</b>	2023
<a href="#">Alameda Health System Medical Staff</a>	CA	\$265,796	Chief Of Staff	\$18,750	<b>\$16,084</b>	2024
<a href="#">Center In Midland Pa</a>	PA	\$265,895	Executive Director	\$58,418	<b>\$59,582</b>	2023
<a href="#">Madison Morgan County Convention &amp; Visitors Bureau Inc</a>	GA	\$262,931	Executive Director	\$85,000	<b>\$82,715</b>	2025
<a href="#">Texas Land &amp; Mineral Owners Association</a>	TX	\$266,057	Executive Director	\$84,518	<b>\$86,468</b>	2023
<a href="#">Vine Neighborhood Association</a>	MI	\$262,730	Executive Di	\$67,919	<b>\$69,642</b>	2024
<a href="#">Livingston County Association</a>	MI	\$262,664	Executive Vi	\$57,748	<b>\$59,213</b>	2024
<a href="#">Leadership Macomb Inc</a>	MI	\$262,652	Executive Director	\$108,817	<b>\$111,577</b>	2024
<a href="#">Oklahoma Citys Adventure District</a>	OK	\$266,306	Director	\$65,385	<b>\$69,680</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **1600** organizations. Compensation range \$1–\$667,271; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$264,428); for reference, expenses \$248,844 and assets \$167,923.
ROLE MATCH	Kenton Spencer, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	54 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	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	20 <sup>th</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

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 (Kenton Spencer) 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 1600 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,569 is reasonable (approximately the 27<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). 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.