

African American Real Estate

Executive Director / CEO

EIN 521924670

DC · NTEE S40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather Wellington, Executive Director / CEO** (\$46,500) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

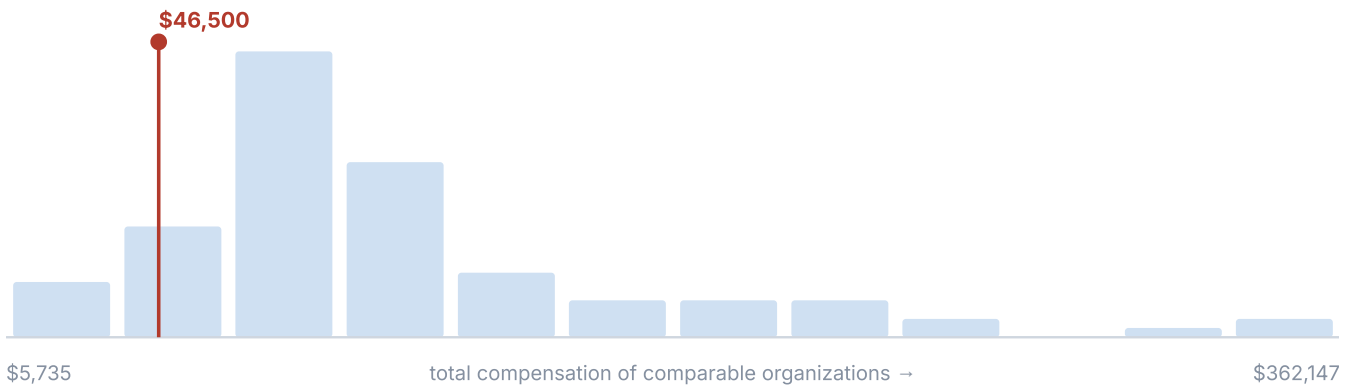
Benchmarked executive: Heather Wellington — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

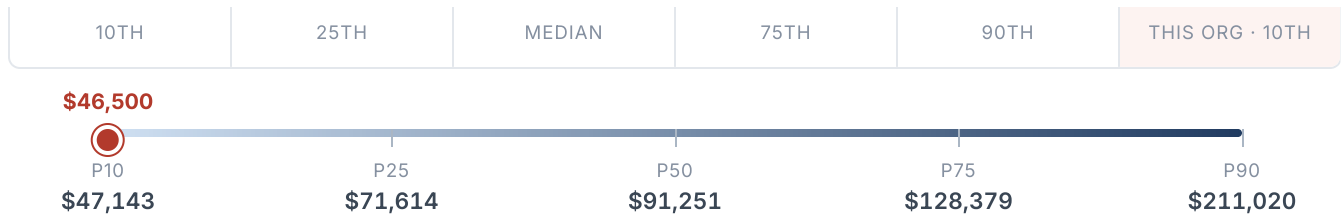
SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$219,879 and \$492,268 — 0.67x to 1.50x the subject's \$328,179 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$47,143	\$71,614	\$91,251	\$128,379	\$211,020	\$46,500
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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 DC 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
Carroll County Economic Development	GA	\$330,816	Exec Committee	\$237,071	\$271,639	2023
The Cannabis Alliance	WA	\$331,103	Executive Dir.	\$45,833	\$46,761	2023
Tic Council Americas Inc	DC	\$331,703	Executive Director-til 8/2023	\$99,221	\$99,221	2023
Pike District Partnership Inc	MD	\$332,944	Executive Director	\$90,000	\$93,134	2024
Girard Area Industrial Development Corp	PA	\$333,361	Chairman	\$73,442	\$81,066	2024
Forward High Point Inc	NC	\$322,019	Chief Executive Officer	\$104,545	\$116,485	2025
Mississippi Apartment Association	MS	\$335,360	Association Director	\$58,803	\$74,632	2023
Fulshear-katy Area Chamber Of Commerce	TX	\$319,654	President	\$94,994	\$108,285	2023
National Cooperative Procurement	MN	\$311,046	Executive Director	\$140,400	\$153,557	2024
Kansas Independent Electrical	KS	\$309,646	Executive Di	\$70,833	\$87,203	2023
Irrigation & Electrical Districts	AZ	\$349,001	Executive Di	\$308,828	\$328,748	2024
Central Texas Angel Network	TX	\$306,410	Executive Director	\$128,792	\$142,600	2024
Dbl Equity Partners	ND	\$304,896	President, Ceo, And Secret	\$48,437	\$58,835	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Construction Builders Association	OH	\$304,251	Executive Director	\$98,500	\$118,887	2023
Auto Body Association Of Texas	TX	\$303,287	Executive Dir.	\$72,048	\$79,773	2024
Michigan Israel Business Accelerator	MI	\$353,207	Chief Executive Officer (End Jan 2025)	\$19,401	\$22,165	2024
Ingersoll Grand Self-supported Municipal	IA	\$354,444	Executive Dir.	\$76,987	\$90,900	2025
The Construction Institute Inc	CT	\$354,876	Executive Director	\$74,200	\$79,280	2023
Imperial County Association Of Realtors	CA	\$354,935	Chief Executive Officer	\$79,960	\$76,424	2024
The Cyber Guild Inc	VA	\$293,920	Executive Director	\$102,349	\$112,614	2023
Colorado Prestressers Association	CO	\$292,703	Executive Dir.	\$163,400	\$178,548	2023
Michigan Retailers Foundation	MI	\$365,589	President/ce	\$59,220	\$69,656	2023
Isa Michigan	MI	\$367,250	Executive Director	\$85,000	\$99,979	2023
Ohio Alliance Of Ymca's	OH	\$369,773	Chief Executive Officer	\$223,730	\$270,036	2023
Womens Innovation Group	IL	\$285,984	President	\$49,043	\$53,368	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	92 organizations. Compensation range \$5,735–\$362,147; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$328,179); for reference, expenses \$328,962 and assets \$167,482.
ROLE MATCH	Heather Wellington, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	10 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	8 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 (Heather Wellington) 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 92 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,500 is reasonable (approximately the 10th 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.