

Bit Community Center Inc

Executive Director / CEO

EIN 522169101

MD · NTEE A230

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Monica E Lapenta, Executive Director / CEO** (\$65,360) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Monica E Lapenta — reported title “EXECUTIVE DIRECTOR & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A230).

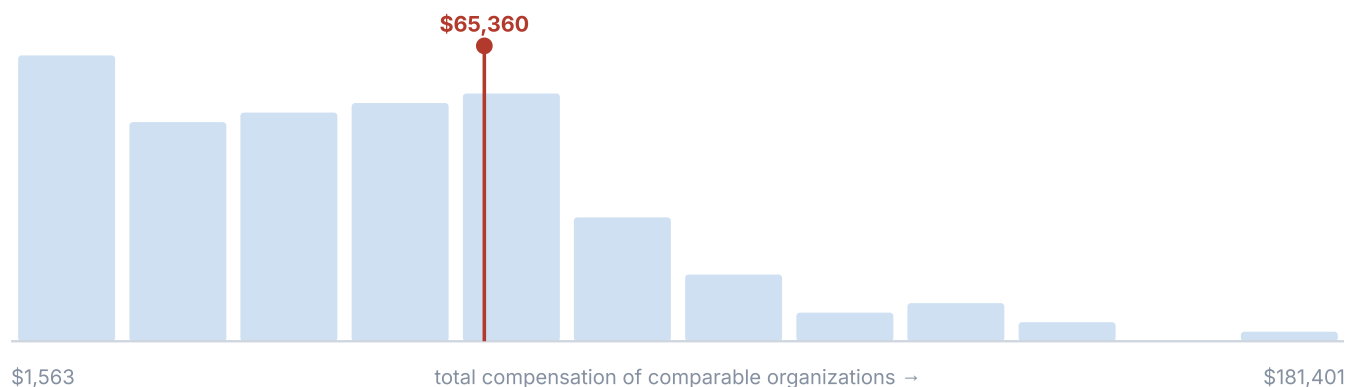
BUDGET Total revenue between \$184,993 and \$414,165 — 0.67x to 1.50x the subject's \$276,110 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

158 organizations qualified on sector, size, and geography

→ **158** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,268

\$23,995

\$48,197

\$71,126

\$94,972

\$65,360



● 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 MD 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
Mexican Cultural Center	PA	\$277,294	Director Of Programs	\$20,068	\$21,406	2024
La Conexion	OH	\$278,029	Executive Director	\$12,001	\$13,596	2024
Intercourse Library Inc	PA	\$278,303	Executive Di	\$60,408	\$64,435	2024
Lexington Chinese School Inc	MA	\$278,711	President	\$1,579	\$1,563	2023
Maine Irish Heritage Center	ME	\$273,177	Executive Director	\$80,000	\$85,685	2024
Descendants Of Holocaust Survivors	NY	\$279,204	Executive Director	\$74,946	\$72,439	2024
Kealakai Center For Pacific String Traditions	HI	\$279,563	Executive Director	\$31,900	\$30,549	2024
Shep-ty	CA	\$272,124	Executive Dir.	\$115,189	\$106,391	2024
Irish Heritage Center	OH	\$271,167	Director	\$4,700	\$5,482	2023
Arawaka Inc	NM	\$281,056	President	\$47,700	\$56,497	2023
Red Earth Inc	OK	\$270,989	Executive Di	\$43,306	\$51,006	2024
Korean American Association And	TX	\$269,225	Board Member	\$9,000	\$9,630	2024
Alaska Native Voices Educational Institute	AK	\$285,092	President	\$36,768	\$37,600	2024
King Sejong Institute Center Usa	CA	\$285,247	Cfo	\$38,004	\$36,139	2023
Kake Tribal Heritage Foundation	AK	\$285,602	Secretary/tr	\$8,000	\$8,422	2023
Liberty Place Inc	VI	\$264,018	Executive Director	\$52,664	\$52,664	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vanguard Culture	CA	\$288,923	Board President	\$20,642	\$19,629	2023
Inner City Cultural League Inc	DE	\$289,252	Executive Director	\$26,000	\$28,035	2023
Islamic Leadership Institute Of America Inc	MD	\$289,915	Chief, Research, Academics & Prgms	\$44,950	\$46,278	2023
Fathers And Sons Together	WA	\$261,803	Executive Director	\$80,600	\$77,186	2024
Centro Cultural Hispano De San Marcos	TX	\$290,437	Staff Administrator	\$24,245	\$25,941	2024
American Foundation For Tibetan Cultural	CA	\$261,527	Ceo	\$12,500	\$11,545	2024
Cambodia Town Inc	CA	\$290,976	Secretary	\$4,500	\$4,279	2023
Advocates For Indigenous California	CA	\$292,769	Executive Dir.	\$65,000	\$61,809	2023
Relentless Academy	MN	\$259,244	Excutive Director	\$57,120	\$62,154	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	158 organizations. Compensation range \$1,563–\$181,401; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$276,110); for reference, expenses \$278,282 and assets \$91,091.
ROLE MATCH	Monica E Lapenta, reported title "EXECUTIVE DIRECTOR & CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers 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	71 st
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	70 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 (Monica E Lapenta) 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 158 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,360 is reasonable (approximately the 71st 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.