

Rape Crisis Center Of Robeson County

Executive Director / CEO

EIN 561710155

NC · NTEE F42Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Virginia Locklear, Executive Director / CEO** (\$66,462) against **every comparable organization** that fit the selection criteria — **836** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

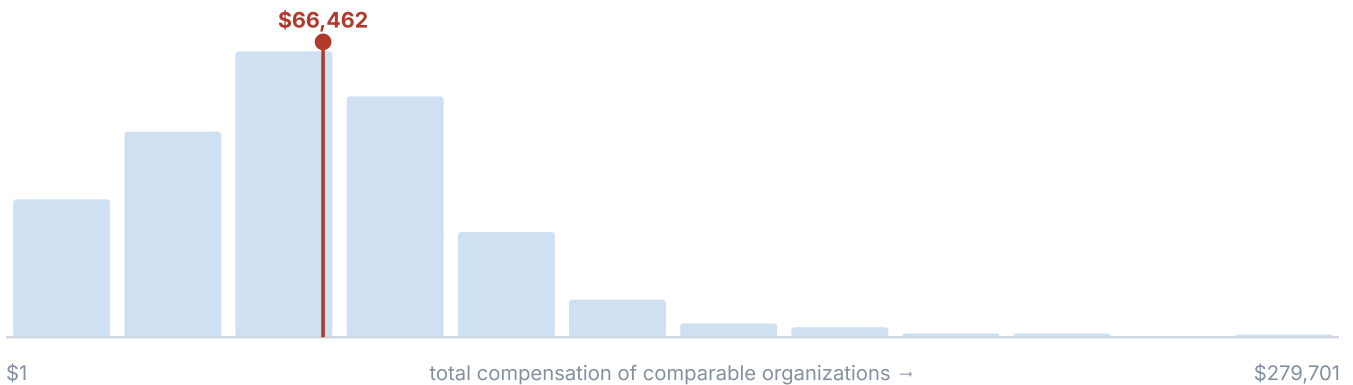
Benchmarked executive: Virginia Locklear — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F42Z).
BUDGET	Total revenue between \$278,583 and \$623,694 — 0.67x to 1.50x the subject's \$415,796 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

836 organizations qualified on sector, size, and geography → **836** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,157	\$37,199	\$61,155	\$82,506	\$108,521	\$66,462
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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
Turning Point Women's Counseling	PA	\$415,138	Executive Director	\$52,431	\$52,098	2023
Westchester Center For The Study Of	NY	\$416,610	Executive Director	\$7,250	\$6,340	2024
Phatt Chance Community Services	CA	\$414,888	President	\$20,804	\$17,899	2023
Mission Heart Inc	LA	\$417,288	President & Ceo	\$29,111	\$31,023	2024
First Contact	NC	\$417,885	Executive Di	\$56,614	\$56,614	2024
Verity Inc	FL	\$413,652	Executive Director	\$60,008	\$54,558	2024
Hungry Hill Foundation	TX	\$418,031	President	\$90,002	\$89,705	2023
Carter Issac Enterprises Inc	IN	\$418,210	Board Member	\$61,461	\$62,728	2024
Josh's Hope Foundation Inc	NC	\$418,383	Executive Di	\$56,846	\$56,846	2024
Heart Mind Haven	CO	\$418,577	Executive Dir.	\$113,000	\$107,963	2023
Addict Ii Athlete	UT	\$418,827	Director And Officer	\$80,288	\$79,527	2024
Community Prevention Services Inc	NC	\$412,682	President	\$49,999	\$51,476	2023
Sower Organization	IL	\$412,590	President	\$110,750	\$105,375	2024
National Alliance Of Mental Illness	PA	\$412,570	Executive Director	\$84,503	\$81,556	2024
Wholeness To Freedom Ministries Inc	FL	\$412,452	President	\$19,664	\$18,406	2023
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$51,623	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Live Free Ministries	NJ	\$412,147	Ceo Executive Director	\$84,522	\$73,035	2024
The Shepherd's Way Christian Ministries Inc	IN	\$411,659	Executive Director	\$22,608	\$23,756	2023
Childrens Grief Center Of El Paso	TX	\$411,640	Executive Director	\$115,414	\$111,733	2024
Arch Street Center Inc	PA	\$411,582	Exec Directo	\$17,236	\$17,126	2023
Kids Interdisciplinary Services Inc	NC	\$411,345	Executive Director	\$77,334	\$79,618	2023
Alcoholics Anonymous Cleveland Dist	OH	\$411,140	Secretary/tr	\$72,200	\$76,195	2023
Resurrection Power Of Washington Pa	PA	\$420,859	Executive Di	\$22,785	\$21,990	2024
Divergent Recovery Center Inc	GA	\$421,195	Director	\$13,000	\$12,650	2024
Suffolk Ahrc Foundation Inc	NY	\$410,345	Chief Advancement Officer	\$176,820	\$154,635	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 836 organizations. Compensation range \$1–\$279,701; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$415,796); for reference, expenses \$371,991 and assets \$233,345.

ROLE MATCH	Virginia Locklear, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	56 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	50 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 (Virginia Locklear) 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 836 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,462 is reasonable (approximately the 56th 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.