

# North Richmond Economic Development

Executive Director / CEO

EIN 571216032

CA · NTEE T990

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lekisha Sweet, Executive Director / CEO** (\$118,650) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Lekisha Sweet — reported title "dir. prop.mgmt.", 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 (T990).

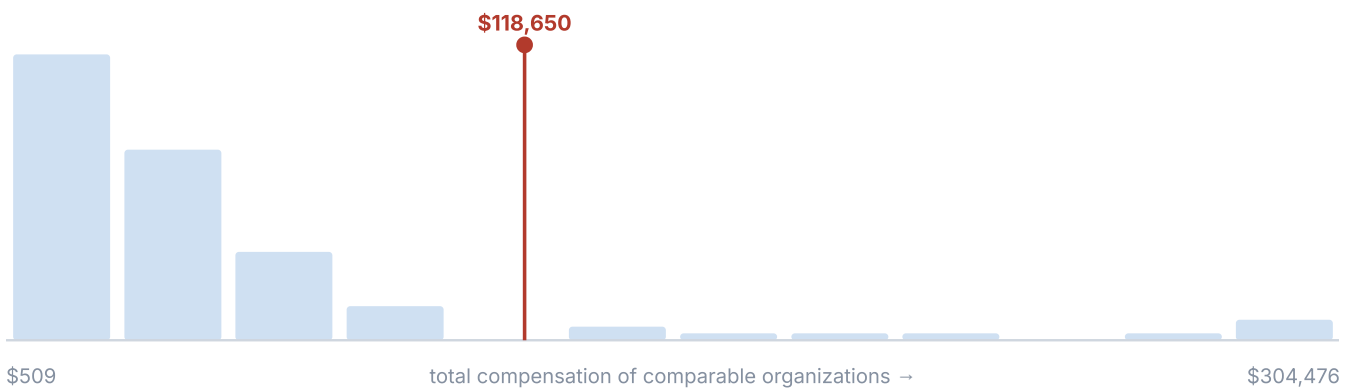
**BUDGET** Total revenue between \$22,351 and \$50,041 — 0.67x to 1.50x the subject's \$33,361 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**97** organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,155	\$11,891	\$30,407	\$53,882	\$89,362	<b>\$118,650</b>
---------	----------	----------	----------	----------	------------------



## ■ 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 CA 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="#">River Garden Mutual Housing Corporation</a>	CA	\$33,215	Ceo	\$34,705	<b>\$34,705</b>	2023
<a href="#">Wisdom Wonder Project</a>	CA	\$33,551	President/executive Direct	\$1,164	<b>\$1,164</b>	2023
<a href="#">Wagner Descendant's Foundation</a>	IL	\$33,620	Secretary	\$121,518	<b>\$138,351</b>	2023
<a href="#">Anoka Hennepin Credit Union</a>	MN	\$33,076	Treasurer	\$39,821	<b>\$45,568</b>	2023
<a href="#">Bob &amp; Nancy Anthony Family Affiliated</a>	OK	\$33,068	Trustee	\$36,220	<b>\$46,188</b>	2023
<a href="#">Tyler County Hospital Foundation</a>	TX	\$32,741	President	\$18,081	<b>\$20,946</b>	2023
<a href="#">The Keshner Fund Of Cohen-fruchman</a>	MD	\$32,407	President & Public Director	\$11,879	<b>\$12,861</b>	2023
<a href="#">Zlotoff Family Support Foundation</a>	MI	\$34,634	Treasurer	\$26,189	<b>\$30,407</b>	2024
<a href="#">The Intercommunity Foundation Inc</a>	CT	\$32,046	Incorporator/director	\$74,347	<b>\$78,412</b>	2024
<a href="#">Johnston Community School Foundation</a>	IA	\$32,003	Secretary	\$22,825	<b>\$28,112</b>	2024
<a href="#">Tena &amp; Fred Oates Foundation</a>	SC	\$31,843	Secretary	\$245,029	<b>\$287,540</b>	2024
<a href="#">Tesomas Alumni Camping Trust</a>	WI	\$31,588	Scout Executive/secretary	\$41,309	<b>\$48,528</b>	2024
<a href="#">Gnof Support Foundation</a>	LA	\$35,201	Director	\$55,624	<b>\$70,932</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Heritage Fund Supporting Foundation Inc</a>	IN	\$31,427	President & Ceo	\$12,204	<b>\$14,477</b>	2024
<a href="#">Thelma Pearl Howard Foundation</a>	CA	\$31,188	Secretary	\$53,882	<b>\$53,882</b>	2023
<a href="#">Ritter Charitable Trust</a>	NV	\$35,779	Director	\$44,453	<b>\$51,602</b>	2023
<a href="#">Blue Water Land Fund Inc</a>	MI	\$30,371	President/ceo	\$64,477	<b>\$74,860</b>	2024
<a href="#">Unc Health Rockingham</a>	NC	\$36,401	Director	\$47,207	<b>\$56,488</b>	2023
<a href="#">Rose Creek Firemen's Relief Association</a>	MN	\$30,032	President	\$6,000	<b>\$6,669</b>	2024
<a href="#">Hope Church Endowment Fund</a>	MI	\$36,762	Director	\$50,000	<b>\$59,766</b>	2023
<a href="#">The Sahandaywi Foundation</a>	CA	\$37,027	Treasurer	\$66,677	<b>\$64,764</b>	2024
<a href="#">Helen Harper Brown Foundation</a>	FL	\$37,085	Trustee	\$2,399	<b>\$2,610</b>	2023
<a href="#">Raymond H Jr &amp; Bonnie B Hefner Family</a>	OK	\$37,204	Secretary	\$25,864	<b>\$32,982</b>	2023
<a href="#">Griffith Centers For Children</a>	CO	\$29,137	President/ceo	\$144,760	<b>\$156,138</b>	2024
<a href="#">Passavant Memorial Homes Foundation</a>	PA	\$37,833	Ceo & President	\$36,502	<b>\$40,946</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	97 organizations. Compensation range \$509–\$304,476; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$33,361); for reference, expenses \$35,272 and assets \$668,904.
ROLE MATCH	Lekisha Sweet, reported title " <i>dir. prop.mgmt.</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	70 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	27 <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 (Lekisha Sweet) 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 97 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,650 is reasonable (approximately the 91<sup>st</sup> 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.