

Lead Brevard Inc

Executive Director / CEO

EIN 593189067
 FL · NTEE S33Z
 FY ending 2024-05-31
 June 13, 2026

This analysis benchmarks the total compensation of **Kristin Bakke Cae, Executive Director / CEO** (\$90,334) against **every comparable organization** that fit the selection criteria — **1760** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristin Bakke Cae — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S33Z).
BUDGET	Total revenue between \$302,285 and \$676,759 — 0.67x to 1.50x the subject's \$451,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,760 organizations qualified on sector, size, and geography → **1,760** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,268	\$54,223	\$85,558	\$121,948	\$169,488	\$90,334
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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 FL 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
Grow Licking County	OH	\$451,225	Executive Director	\$120,000	\$139,290	2023
Central Valley Business Federation	CA	\$451,104	Ceo	\$158,180	\$145,396	2024
Sustain Social (Fka Sustain Oc)	CA	\$451,607	President	\$256,366	\$235,647	2024
Liberty County Chamber Of Commerce Inc	GA	\$451,725	Executive Director	\$114,328	\$122,368	2024
Warren County Chamber Of Business	PA	\$450,619	President/ceo	\$110,529	\$117,331	2024
Central Region Innovation And	KY	\$450,611	Executive Director	\$48,082	\$56,613	2023
Transportation Marketing & Sales Associa	OH	\$451,754	Executive Dir.	\$100,008	\$112,754	2024
Las Vegas Employment Project	NV	\$451,865	President	\$16,195	\$16,835	2025
Rogue Action Center	OR	\$450,439	Co-executive Director	\$61,150	\$60,449	2024
Conway Center For Family Business	OH	\$450,438	Executive Di	\$138,112	\$155,715	2024
Tac East Holdings Company No 1	TX	\$450,415	President	\$19,813	\$21,720	2023
Vietnamese American Roundtable	CA	\$450,387	Executive Director	\$98,654	\$90,681	2024
Mackinac Island Tourism Bureau	MI	\$450,368	Executive Director	\$180,180	\$203,816	2023
Fw4k Enterprise Inc	FL	\$452,226	Executive Director	\$72,000	\$72,000	2024
Xcelerate Women	OR	\$450,105	Executive Dir.	\$94,938	\$93,850	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Operation Reboot	CA	\$452,245	Chief Executive Officer	\$169,982	\$160,860	2023
International Geosynthetics Society	TX	\$452,273	Executive Director	\$55,571	\$59,173	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$265,510	2024
California Wind Energy Association	CA	\$452,468	Exec Dir/sec	\$124,235	\$114,195	2024
University District Development Associat	WA	\$449,817	Ceo - Officer	\$139,201	\$132,664	2024
Integrative Communities Inc	CA	\$449,798	—	\$72,572	\$66,707	2024
Ripley Main Street Association Inc	MS	\$449,792	President	\$41,031	\$50,082	2023
Prospera Georgia Llc	GA	\$452,756	Ceo/president	\$44,863	\$48,018	2024
Louisiana Casino Association Inc	LA	\$452,921	Executive Director	\$291,157	\$341,277	2024
Chamber Of Commerce Elizabethton-carter County	TN	\$449,356	Executive Director	\$51,179	\$58,957	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 1760 organizations. Compensation range \$1–\$1,215,321; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$451,173); for reference, expenses \$511,980 and assets \$691,971.

ROLE MATCH	Kristin Bakke Cae, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	215 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	73 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	55 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	45 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 (Kristin Bakke Cae) 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 13, 2026, comparing compensation against 1760 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,334 is reasonable (approximately the 55th 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 13, 2026.