

Nassau County Economic Development

Executive Director / CEO

EIN 593293246

FL · NTEE R00Z

FY ending 2024-09-30

June 13, 2026

This analysis benchmarks the total compensation of **Sherri Mitchell, Executive Director / CEO** (\$78,750) against **every comparable organization** that fit the selection criteria — **397** 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

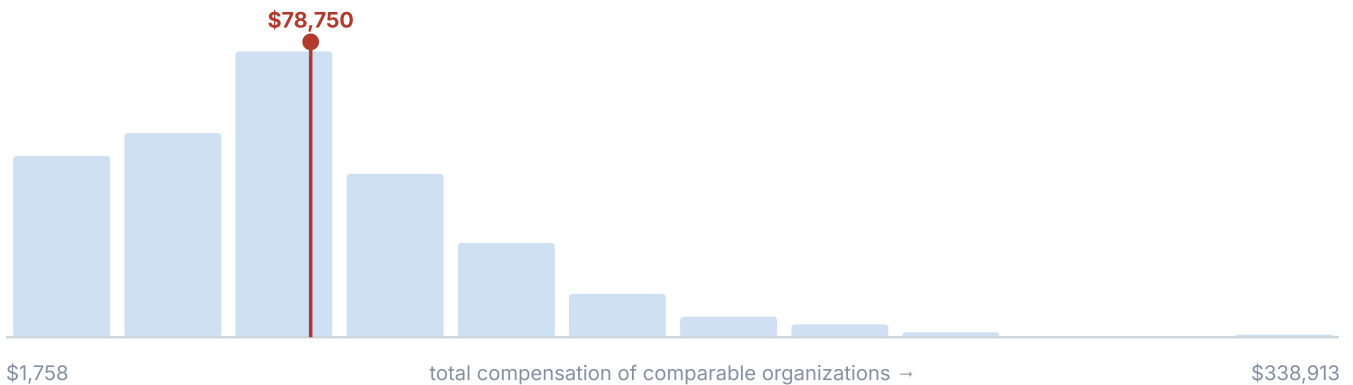
Benchmarked executive: Sherri Mitchell — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R00Z).
BUDGET	Total revenue between \$234,983 and \$526,083 — 0.67x to 1.50x the subject's \$350,722 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

397 organizations qualified on sector, size, and geography → **397** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$20,109	\$41,169	\$72,700	\$98,723	\$131,396	\$78,750
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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
Maine Donor Alliance	ME	\$350,928	Former Executive Director	\$66,396	\$70,772	2024
Colorado Civic Engagement	CO	\$350,411	Executive Di	\$178,783	\$187,876	2023
Coalition Porfor Texas	TX	\$351,902	Executive Director	\$100,000	\$106,481	2024
Right To Life Services Inc	RI	\$352,570	Executive Director	\$26,518	\$27,866	2023
New-mac Casa	MO	\$353,271	Executive Dir.	\$49,000	\$56,877	2023
Onward Together Foundation	NY	\$354,147	Dir/finance Dir Resigned Nov23	\$128,709	\$123,805	2024
Justice 360	SC	\$354,703	Executive Dir.	\$81,131	\$92,758	2023
Colorado Times Recorder	CO	\$354,923	President	\$112,500	\$118,222	2023
Humanity In Action Inc	NY	\$354,939	Interim Ceo	\$144,231	\$138,735	2024
Brandworkers International Inc	NY	\$355,015	Executive Director	\$74,972	\$74,245	2023
Greek-american Educational Public	NY	\$355,472	Officer	\$55,000	\$52,904	2024
Michigan Impact Inc	MI	\$345,937	Board Chair, President	\$19,875	\$21,837	2024
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$72,096	2023
Women's Resource Center Of Steele	MN	\$355,919	Ex. Director	\$70,547	\$74,203	2024
Christian Family Life Services Inc	ND	\$355,938	Director	\$60,449	\$72,700	2023
Peace Boat Us Inc	NY	\$345,491	Executive Director	\$42,000	\$40,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Piedmont Casa Inc	GA	\$345,323	Exec Director	\$55,750	\$59,670	2024
Unity In Action	NE	\$345,286	Director	\$68,029	\$80,187	2023
Sav-a-life Tennessee Valley Inc	AL	\$357,005	Executive Di	\$49,727	\$57,186	2024
New York Center For Law & Justice Inc	NY	\$357,362	Executive Director	\$113,124	\$112,027	2023
Olneyville Neighborhood Association	RI	\$357,460	Program Coor	\$51,225	\$52,286	2024
Im From Driftwood	NY	\$343,628	Executive Dir.	\$95,825	\$92,174	2024
Redwood Justice Fund	CA	\$343,496	President & Ed	\$140,550	\$129,191	2024
Foundation To Abolish Abortion	TX	\$358,394	President	\$26,466	\$29,014	2023
Alliance For Full Acceptance	SC	\$342,993	Key Employee	\$49,583	\$56,690	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 397 organizations. Compensation range \$1,758–\$338,913; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$350,722); for reference, expenses \$324,233 and assets \$311,360.

ROLE MATCH Sherri Mitchell, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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)	60 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	48 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 (Sherri Mitchell) 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 397 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,750 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 13, 2026.