

# Racine Revitalization Partnership Inc

Executive Director / CEO

EIN 811338331

WI · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Snyder, Executive Director / CEO** (\$74,045) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

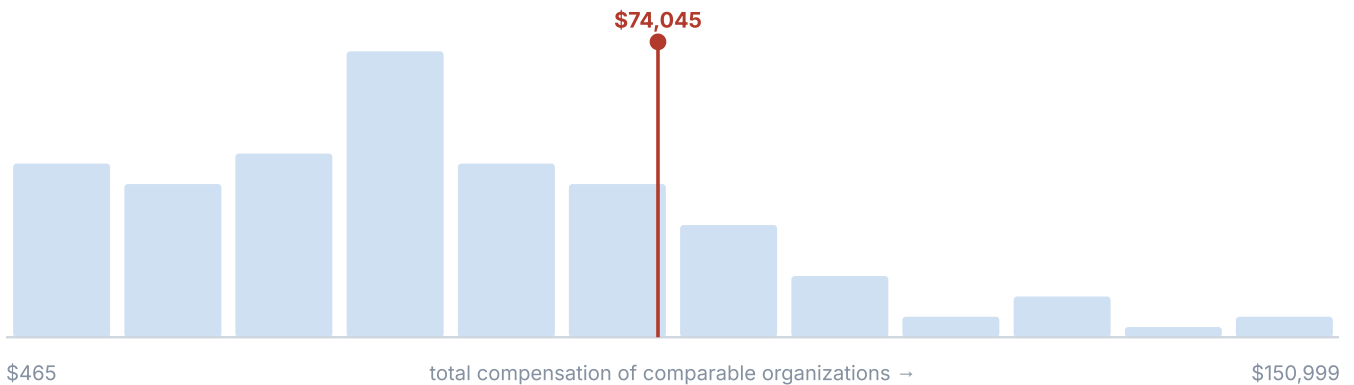
**Benchmarked executive:** Kathleen Snyder — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$101,789 and \$227,887 — 0.67x to 1.50x the subject's \$151,925 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,351	\$27,264	\$46,082	\$69,312	\$89,152	<b>\$74,045</b>
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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 WI 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="#">Desour Valley Edc Inc</a>	ND	\$151,738	Secretary	\$5,000	<b>\$5,254</b>	2023
<a href="#">Serverie</a>	PA	\$151,244	Chariman	\$94,567	<b>\$87,709</b>	2024
<a href="#">Aqus Community Foundation</a>	CA	\$152,866	Ceo	\$36,667	<b>\$30,317</b>	2023
<a href="#">Keep Ohio Beautiful Inc</a>	OH	\$150,982	Executive Director	\$72,536	<b>\$71,453</b>	2024
<a href="#">The Advance Community Outreach Center Inc</a>	FL	\$152,939	Executive Director	\$3,530	<b>\$3,084</b>	2024
<a href="#">Main Street Greenwood Inc</a>	MS	\$154,618	Director	\$41,334	<b>\$42,815</b>	2024
<a href="#">For Good Pgh</a>	PA	\$154,812	Board Member	\$45,000	<b>\$41,736</b>	2024
<a href="#">Community Foundation Of Grant County</a>	IN	\$148,126	Executive Director (Part-year)	\$50,042	<b>\$50,530</b>	2023
<a href="#">The Good Deed Project</a>	NV	\$155,782	Executive Director	\$38,417	<b>\$36,872</b>	2023
<a href="#">Florida Alliance For Community Solutions Inc</a>	FL	\$155,796	Executive Director	\$46,807	<b>\$40,896</b>	2024
<a href="#">Action Baybrook Inc</a>	MD	\$147,421	Founder And Ceo	\$14,597	<b>\$12,692</b>	2024
<a href="#">Peacedale Global Arts Inc</a>	NY	\$157,222	Secretary And Ceo	\$31,786	<b>\$26,025</b>	2025
<a href="#">Alamogordo Main Street</a>	NM	\$157,250	Executive Director	\$48,625	<b>\$47,387</b>	2025
<a href="#">Central Florida Utility &amp; Transport Contractors Association Inc</a>	FL	\$144,559	Executive Director	\$37,700	<b>\$32,939</b>	2024
<a href="#">Worldnets Synergy Foundation I</a>	PR	\$143,000	Executive Dire	\$86,058	<b>\$83,589</b>	2024
<a href="#">Main Street Martinsburg Inc</a>	WV	\$160,986	Executive Director	\$67,304	<b>\$67,775</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Acres Home Chamber For Business And</a>	TX	\$161,208	Chairman & Ceo	\$24,000	<b>\$22,988</b>	2023
<a href="#">Wilmington Works Inc</a>	VT	\$161,614	Program Coordinator	\$42,550	<b>\$39,832</b>	2024
<a href="#">Sac Economic &amp; Tourism Development</a>	IA	\$161,772	Executive Director	\$63,500	<b>\$66,575</b>	2023
<a href="#">The Greater Beloit Economic Development</a>	WI	\$161,789	President/ceo	\$40,293	<b>\$39,137</b>	2024
<a href="#">Brewery District Community Urban Redeveloment Corporation</a>	OH	\$162,110	Trail Director	\$61,543	<b>\$62,415</b>	2023
<a href="#">Abayomi Community Development</a>	MI	\$162,260	Director	\$60,000	<b>\$57,598</b>	2024
<a href="#">Friends Of Residential Treasuresla</a>	CA	\$140,465	Executive Director	\$17,500	<b>\$14,054</b>	2024
<a href="#">Main Street Searcy Inc</a>	AR	\$139,692	Executive Direc	\$51,879	<b>\$54,236</b>	2024
<a href="#">Cambridge Main Street Inc</a>	MD	\$164,326	Executive Di	\$65,371	<b>\$58,520</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **136** organizations. Compensation range \$465–\$150,999; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$151,925); for reference, expenses \$163,146 and assets \$1,023,663.

ROLE MATCH	Kathleen Snyder, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Kathleen Snyder) 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 136 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,045 is reasonable (approximately the 79<sup>th</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.