

# Uptown Westerville Inc

Executive Director / CEO

EIN 814833262

OH · NTEE S31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lynn Aventino, Executive Director / CEO** (\$68,133) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

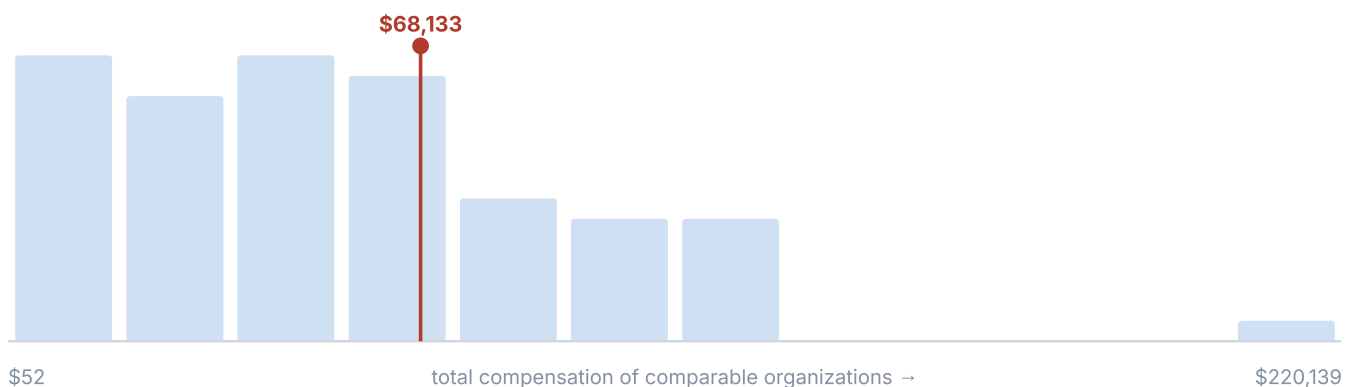
**Benchmarked executive:** Lynn Aventino — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31).
BUDGET	Total revenue between \$148,015 and \$331,378 — 0.67x to 1.50x the subject's \$220,919 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,453	\$27,263	\$51,345	\$76,683	\$107,339	\$68,133
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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 OH 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="#">Bogalusa Rebirth</a>	LA	\$221,515	Executive Director	\$75,938	<b>\$76,683</b>	2024
<a href="#">Ulster County Economic Development</a>	NY	\$220,210	Ceo/president	\$16,190	<b>\$13,417</b>	2024
<a href="#">Klamath Falls Downtown Association</a>	OR	\$224,126	Executive Director	\$44,440	<b>\$38,965</b>	2023
<a href="#">Keystone Community Corporation</a>	MO	\$225,809	President	\$8,250	<b>\$8,013</b>	2024
<a href="#">Toolbox Inc</a>	KS	\$215,572	Executive Director	\$78,745	<b>\$80,320</b>	2023
<a href="#">Greenline Access Capital</a>	PA	\$212,923	President	\$101,923	<b>\$95,964</b>	2023
<a href="#">Circle Of Life Development Foundation</a>	CA	\$230,432	Cheif Executive Officer	\$45,000	<b>\$41,250</b>	2021
<a href="#">Tampa Bay Partnership For Regional</a>	FL	\$231,371	President & Ceo	\$14,175	<b>\$12,212</b>	2024
<a href="#">Economic Development Unit Inc</a>	LA	\$232,038	President	\$50	<b>\$52</b>	2023
<a href="#">Faith And Work Enterprises Inc</a>	MD	\$209,546	Exec Director	\$72,735	<b>\$62,360</b>	2024
<a href="#">Downtown Development Corporation</a>	IL	\$233,430	President	\$24,993	<b>\$22,533</b>	2024
<a href="#">Greater Texas Capital Community Finance</a>	TX	\$204,916	President	\$65,418	<b>\$60,011</b>	2024
<a href="#">Urban City Codes Technology And Community Resource</a>	OH	\$238,007	President	\$45,538	<b>\$45,538</b>	2023
<a href="#">Tww Nyc Solidarity Inc</a>	NY	\$240,000	President	\$101,737	<b>\$84,308</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Parkrose Npi</a>	OR	\$241,082	Executive Dir.	\$48,750	<b>\$41,517</b>	2024
<a href="#">Stevens County Eic Inc</a>	MN	\$241,904	Executive Di	\$117,188	<b>\$106,191</b>	2024
<a href="#">Insight Center For Community Economic Development</a>	CA	\$198,520	President	\$116,300	<b>\$94,817</b>	2023
<a href="#">Vision Together 2025 Inc</a>	PA	\$196,962	Executive Director	\$124,431	<b>\$113,795</b>	2024
<a href="#">Main-dempster Mile</a>	IL	\$245,988	Executive Director	\$75,000	<b>\$67,618</b>	2024
<a href="#">Site Readiness For Good Jobs Fund</a>	OH	\$195,812	Ceo	\$36,068	<b>\$36,068</b>	2023
<a href="#">Visit Fort Wayne Foundation Inc</a>	IN	\$195,656	Executive Di	\$21,697	<b>\$20,984</b>	2024
<a href="#">Foundation For A Sustainable Community</a>	VA	\$246,477	Ceo	\$16,000	<b>\$14,167</b>	2024
<a href="#">Northeastern Economic Development Company Of Pa</a>	PA	\$247,257	President And Executive Direc	\$50,000	<b>\$47,077</b>	2023
<a href="#">Grant County Economic Developement Corporation</a>	KS	\$194,562	Executive Director	\$81,007	<b>\$82,627</b>	2023
<a href="#">Aransas County Partnership Edc</a>	TX	\$247,377	President	\$126,000	<b>\$115,586</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **73** organizations. Compensation range \$52–\$220,139; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$220,919); for reference, expenses \$167,697 and assets \$218,441.
ROLE MATCH	Lynn Aventino, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	45 <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 (Lynn Aventino) 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 73 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,133 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.