

# Alpha Alpha Lambda Community Development Inc

Executive Director / CEO

EIN 821520060  
 NJ · NTEE S20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Anthony Mack, Executive Director / CEO** (\$1) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

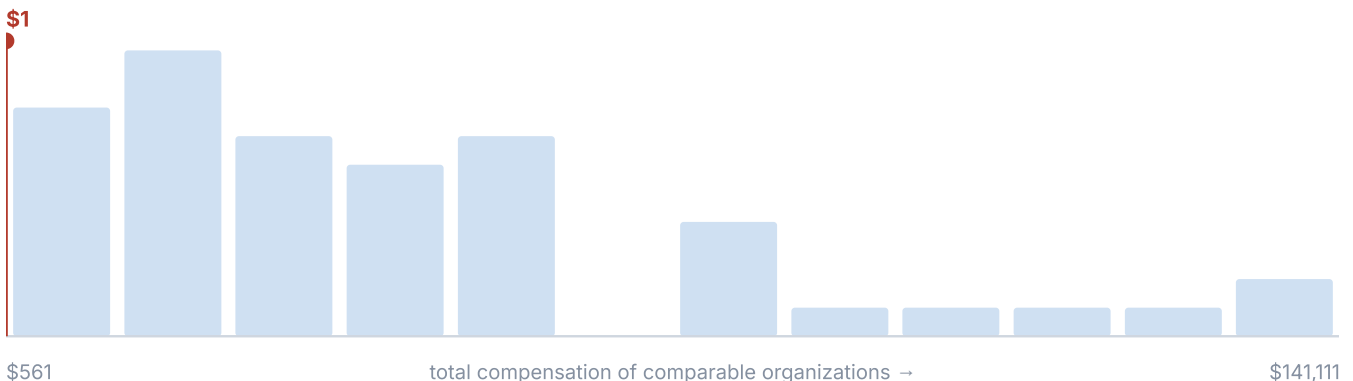
**Benchmarked executive:** Anthony Mack — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$49,588 and \$111,018 — 0.67x to 1.50x the subject's \$74,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**48** organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,160</b> 10TH	<b>\$15,659</b> 25TH	<b>\$33,705</b> MEDIAN	<b>\$55,938</b> 75TH	<b>\$92,426</b> 90TH	<b>\$1</b> THIS ORG · 0TH
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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 NJ 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="#">Bridgeport Generation Now Votes</a>	CT	\$72,569	President	\$43,939	<b>\$46,142</b>	2024
<a href="#">Cam Foundation</a>	CA	\$76,141	President	\$40,000	<b>\$38,686</b>	2024
<a href="#">Main Street Manning</a>	IA	\$70,570	Executive Di	\$11,520	<b>\$14,128</b>	2024
<a href="#">Athens Housing Ventures Fund Inc</a>	GA	\$70,276	Former Presi	\$2,210	<b>\$2,562</b>	2023
<a href="#">Downtown Branson Betterment Assoc</a>	MO	\$69,440	Executive Di	\$39,793	<b>\$50,592</b>	2022
<a href="#">Corporacion Ele</a>	CA	\$78,877	Director	\$24,000	<b>\$23,211</b>	2024
<a href="#">Fells Point Main Street Inc</a>	MD	\$68,891	Executive Dir.	\$13,364	<b>\$13,994</b>	2024
<a href="#">Glcac Support Corporation</a>	MA	\$79,280	President	\$32,024	<b>\$32,231</b>	2024
<a href="#">Spokane Area Business Foundation</a>	WA	\$79,356	Ceo & Director	\$27,509	<b>\$27,585</b>	2024
<a href="#">Greater East St Louis Community</a>	IL	\$80,202	Executive Director	\$45,050	<b>\$49,605</b>	2024
<a href="#">Community Growth Foundation</a>	CO	\$67,203	President	\$23,812	<b>\$25,573</b>	2024
<a href="#">Archi-treasures Association</a>	IL	\$81,047	Executive Di	\$87,000	<b>\$95,797</b>	2024
<a href="#">Victorian Village Inc Cdc</a>	TN	\$81,388	Executive Director	\$28,955	<b>\$35,095</b>	2023
<a href="#">Center City Development Corporation</a>	IN	\$81,791	Executive Director	\$7,364	<b>\$8,698</b>	2024
<a href="#">Greater Bandon By-the-sea Corp</a>	OR	\$81,792	Executive Director	\$35,291	<b>\$36,707</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Arise Detroit</a>	MI	\$82,190	Executive Director	\$78,700	<b>\$90,981</b>	2024
<a href="#">Friends Of Bastrop Main Street Inc</a>	LA	\$65,091	Exec. Director	\$17,346	<b>\$21,393</b>	2024
<a href="#">Main Street Elkader</a>	IA	\$64,493	Executive Director	\$13,565	<b>\$16,635</b>	2024
<a href="#">Nourishing Networks Consortium</a>	WA	\$84,445	Director	\$10,000	<b>\$10,028</b>	2024
<a href="#">Healthy Communities Of Southern</a>	CA	\$62,998	Secretary	\$18,564	<b>\$17,491</b>	2025
<a href="#">Eky Heritage Foundation Inc</a>	KY	\$86,871	Executive Director	\$66,154	<b>\$81,955</b>	2023
<a href="#">Personal Affordable Living Inc</a>	CO	\$60,636	Director	\$15,055	<b>\$16,169</b>	2024
<a href="#">Trellis Community Development</a>	AZ	\$60,219	Ceo (Thru July 2024)	\$5,027	<b>\$5,415</b>	2024
<a href="#">Bridge Homes Inc</a>	CA	\$59,215	Vice President & Cfo/director	\$120,312	<b>\$119,796</b>	2023
<a href="#">Aledo Main Street Inc Nfp</a>	IL	\$59,053	Executive Di	\$46,230	<b>\$49,592</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **48** organizations. Compensation range \$561–\$141,111; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$74,012); for reference, expenses \$41,316 and assets \$144,818. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Anthony Mack, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 11 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	0 <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 (Anthony Mack) 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 48 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1 is reasonable (approximately the 0<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.