

Start Empowerment Inc

Executive Director / CEO

EIN 824948443

TX · NTEE R22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alexia Leclercq, Executive Director / CEO** (\$12,280) against **every comparable organization** that fit the selection criteria — **159** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

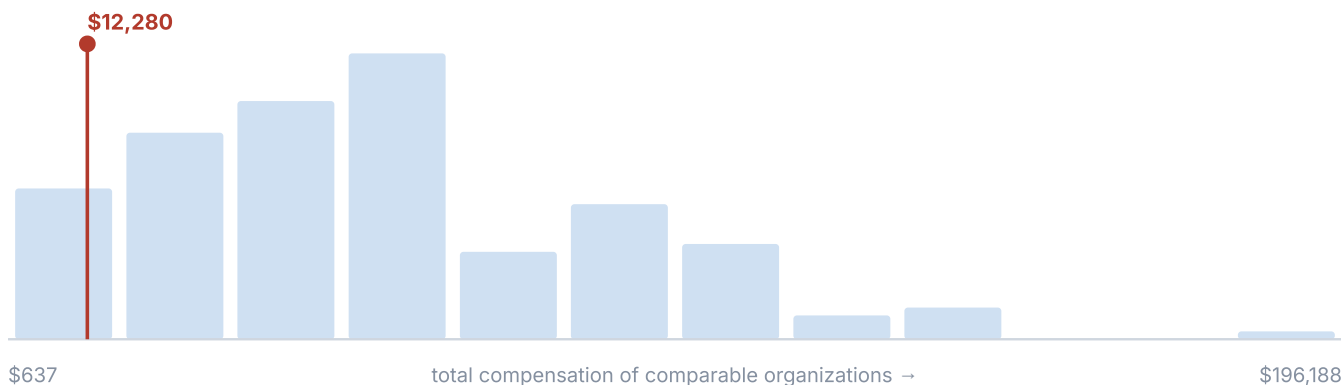
Benchmarked executive: Alexia Leclercq — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R22).
BUDGET	Total revenue between \$104,038 and \$232,921 — 0.67x to 1.50x the subject's \$155,281 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

159 organizations qualified on sector, size, and geography → **159** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,282	\$27,833	\$52,985	\$75,088	\$104,884	\$12,280
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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 TX 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
My Fathers Vineyard Inc	PA	\$155,050	President	\$61,800	\$59,842	2024
Mass Alliance Inc	MA	\$153,675	Executive Di	\$27,747	\$24,926	2023
Noh8 Campaign	CA	\$157,031	President	\$39,583	\$33,189	2024
New York Newspapers Foundation Inc	NY	\$153,346	Asst Sec - T	\$5,150	\$4,519	2024
Center For Self Advocacy Inc	NY	\$153,213	Executive Director	\$62,258	\$54,627	2024
Idaho 2 Fly Inc	ID	\$153,042	Secretary	\$17,693	\$18,276	2024
Justice League Of Greater Lansing	MI	\$157,559	President	\$5,200	\$5,212	2024
My Vote Matters	GA	\$157,838	Founder	\$12,450	\$12,514	2023
Multicultural Alliance	TX	\$158,004	President & Ceo	\$92,000	\$92,000	2023
Casa For Clermont Kids	OH	\$158,535	Executive Director	\$70,999	\$75,175	2023
Central Kansas Court Appointed Special Advocates	KS	\$151,702	Executive Director	\$46,083	\$48,342	2024
Return America Inc	NC	\$158,925	President	\$3,000	\$3,010	2024
Praxis Peace Institute	CA	\$151,241	President	\$40,800	\$34,209	2024
Hammer & Hope Inc	NY	\$150,840	President	\$2,800	\$2,529	2023
Nebraska Mediation Center	NE	\$160,059	Executive Director	\$38,988	\$39,668	2025
Global Zero Action	DC	\$150,369	President	\$29,055	\$25,489	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Court Appointed Juvenile Advocacy	AL	\$160,358	Executive Director	\$54,006	\$56,654	2024
Spencer County Casa Inc	IN	\$160,488	Former Executive Director	\$42,541	\$43,562	2024
The Opportunity To Learn Action Fund	MA	\$150,000	Treasurer	\$61,234	\$55,009	2023
Abate Of Michigan Inc	MI	\$149,866	President	\$3,600	\$3,715	2023
Alliance Of Tribal Coalitions To	OK	\$149,734	Executive Director	\$101,340	\$111,554	2023
Outfront Minnesota	MN	\$160,856	Executive Di	\$137,532	\$135,855	2023
Right To Life Of Indianapolis	IN	\$161,764	President	\$45,333	\$47,791	2023
Casa Mobile Inc	AL	\$162,700	Program Director	\$36,000	\$38,880	2023
Campaign To Decriminalize Sex Work	TX	\$145,433	Political Director	\$39,299	\$38,172	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	159 organizations. Compensation range \$637–\$196,188; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$155,281); for reference, expenses \$67,448 and assets \$124,542. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alexia Leclercq, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 17 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Alexia Leclercq) 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 159 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,280 is reasonable (approximately the 7th 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.