

Young Black And Lit

Executive Director / CEO

EIN 830750153
 IL · NTEE O19
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Krenice Ramsey, Executive Director / CEO** (\$39,231) against **every comparable organization** that fit the selection criteria — **933** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

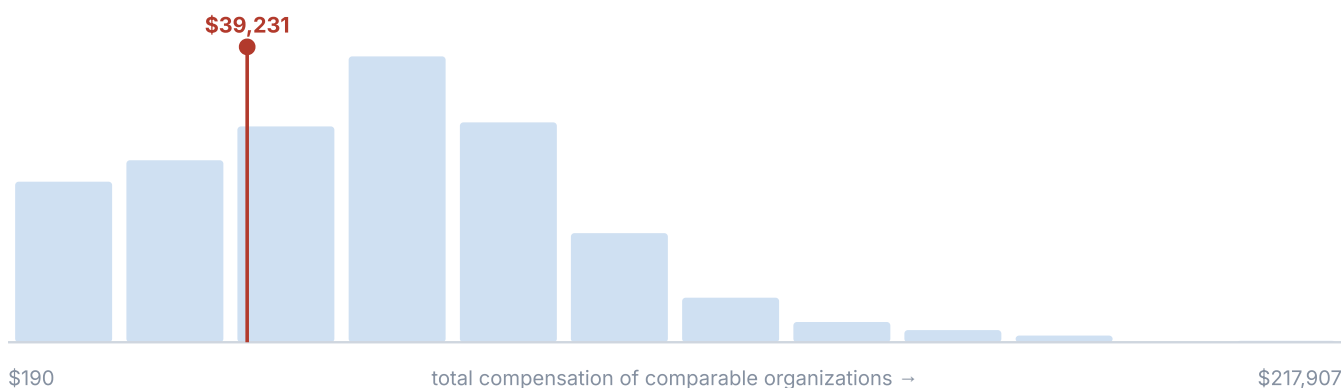
Benchmarked executive: Krenice Ramsey — reported title “CO FOUNDER BOARD OF DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O19).
BUDGET	Total revenue between \$231,672 and \$518,670 — 0.67x to 1.50x the subject's \$345,780 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

933 organizations qualified on sector, size, and geography → **933** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,492	\$33,351	\$58,954	\$80,151	\$99,875	\$39,231
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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 IL 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
Purcellville Teen Center Incorporated	VA	\$345,362	President	\$87,500	\$88,210	2024
Progressive Leadership Initiative Education Fund Inc	DC	\$345,359	President	\$15,936	\$14,601	2024
Listen To Our Future Inc	IN	\$345,202	Ceo	\$50,125	\$55,190	2024
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$36,495	2024
Joshua And Caleb Leadership Centre	OH	\$344,929	President	\$73,658	\$81,455	2024
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$31,786	2024
Davids Table Inc	SC	\$344,578	Executive Di	\$26,532	\$29,753	2023
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$50,654	2024
Rsa Of Dance And Performing Arts	TX	\$347,192	Executive Director	\$48,000	\$50,132	2024
Videogames And Esports Foundation	KS	\$344,359	President	\$10,000	\$11,280	2024
Mulberry International	KY	\$347,266	Executive Director	\$48,900	\$53,439	2025
Avenue941 Inc	FL	\$347,323	Executive Director	\$71,142	\$69,778	2024
The Promise Center Of Homewood Inc	PA	\$344,224	President	\$15,000	\$15,618	2024
Vision Ministries Outreach Inc	FL	\$347,410	Director	\$67,308	\$66,018	2024
Infinite Lifestyle Solutions Inc	PA	\$347,460	Excutive Director	\$73,758	\$76,797	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Hearts Foundation	CA	\$347,573	Executive Director (Thru 3/24)	\$23,892	\$21,540	2024
Lexington Fraternal Order Of	KY	\$347,585	President	\$5,000	\$5,608	2024
The Next It Girl	SC	\$347,612	Ceo	\$33,336	\$37,384	2023
Sola Robotics	CA	\$347,696	Executive Director	\$57,960	\$52,255	2024
Ourtism	CA	\$343,806	Founder	\$30,414	\$28,230	2023
Pursuit Of Innovation	IA	\$343,716	Executive Director	\$130,000	\$148,617	2024
Blueprint 58 Inc	GA	\$347,869	President & Ceo	\$69,750	\$73,224	2024
So Kids Soar	DC	\$347,935	Executive Dir.	\$104,615	\$98,681	2023
Reach And Teach Inc	AL	\$343,532	Executive Di	\$10,667	\$12,032	2024
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$85,785	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 933 organizations. Compensation range \$190–\$217,907; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$345,780); for reference, expenses \$282,053 and assets \$822,152.

ROLE MATCH Krenice Ramsey, reported title "*CO FOUNDER BOARD OF 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 40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	30 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	28 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 (Krenice Ramsey) 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 933 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,231 is reasonable (approximately the 30th 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.