

Center For Leadership & Neighborhood Engagement Inc

Executive Director / CEO

EIN 851027484
 MN · NTEE R02
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Kelly Chatman, Executive Director / CEO** (\$56,667) against **every comparable organization** that fit the selection criteria — **418** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

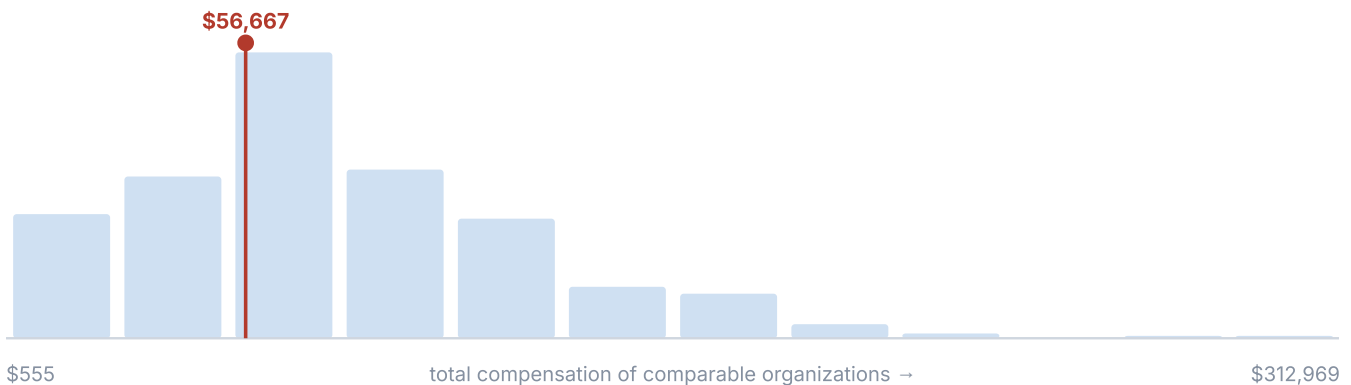
Benchmarked executive: Kelly Chatman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R02).
BUDGET	Total revenue between \$304,877 and \$682,561 — 0.67x to 1.50x the subject's \$455,041 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

418 organizations qualified on sector, size, and geography → **418** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,889 10TH	\$48,358 25TH	\$73,218 MEDIAN	\$103,561 75TH	\$140,137 90TH	\$56,667 THIS ORG · 33RD
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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 MN 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
The Future Of Free Speech	TN	\$454,878	President	\$36,000	\$38,296	2023
League Of Women Voters Of California Education Fund	CA	\$454,774	Executive Director	\$120,468	\$102,256	2024
Virginia Learns	VA	\$454,700	President An	\$205,997	\$201,292	2023
Central Alabama Fair	AL	\$454,239	Ex. Director	\$68,252	\$72,481	2024
National Mobilization Against	NY	\$456,309	Executive Director	\$45,336	\$41,460	2023
Native Peoples Action Inc	AK	\$456,507	Executive Dir.	\$24,440	\$23,647	2023
Florida Citizens Alliance Inc	FL	\$453,419	Executive Di	\$50,000	\$46,173	2024
Young Peoples Alliance Education Fund	NC	\$456,822	Executive Director	\$60,883	\$61,838	2024
Garland County Casa Program	AR	\$457,086	Executive Director	\$60,583	\$65,215	2025
Colage	RI	\$452,357	Executive Director	\$89,680	\$84,530	2024
World Trust Educational Services Inc	CA	\$452,232	Co-exec Dir	\$105,703	\$92,373	2023
Capital District Gay And Lesbian	NY	\$457,881	Executive Di	\$79,611	\$70,715	2024
The Institute On Public Policy For	IL	\$450,670	Ceo	\$213,137	\$212,059	2023
Pda North America	IL	\$450,444	President And Exective Director	\$40,625	\$39,260	2024
Texas Gun Sense	TX	\$450,432	Executive Dir.	\$96,531	\$94,920	2024
Out Montclair Inc	NJ	\$459,855	Executive Dir.	\$85,125	\$74,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women Are Sacred Movement Inc	CA	\$450,008	Executive Di	\$85,000	\$74,281	2023
Maryland Rise Inc	MD	\$448,800	Former Executive Director	\$52,272	\$49,457	2023
Casa Of Jefferson County	AL	\$447,140	Executive Director	\$75,115	\$79,770	2024
Planned Parenthood Great Rivers Action	MO	\$446,425	Ceo	\$41,655	\$43,369	2024
Communities United For People	OR	\$445,780	Co-director	\$79,576	\$74,788	2023
Trails And Open Space Coalition	CO	\$464,370	Executive Dir.	\$76,296	\$71,914	2024
We Must Vote Inc	MS	\$464,500	Director	\$70,000	\$76,637	2024
The Leverage Network Inc	IL	\$465,065	Ceo & President	\$118,558	\$114,575	2024
Shock The System Foundation	CA	\$444,916	Ceo, Cfo, Secretary	\$18,600	\$15,788	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	418 organizations. Compensation range \$555–\$312,969; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$455,041); for reference, expenses \$462,298 and assets \$175,491.
ROLE MATCH	Kelly Chatman, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	33 rd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	25 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 (Kelly Chatman) 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 13, 2026, comparing compensation against 418 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,667 is reasonable (approximately the 33rd 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 13, 2026.