

Urbanpromise Los Angeles Inc

Executive Director / CEO

EIN 851893407

CA · NTEE W70

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dionte Grey, Executive Director / CEO** (\$90,766) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

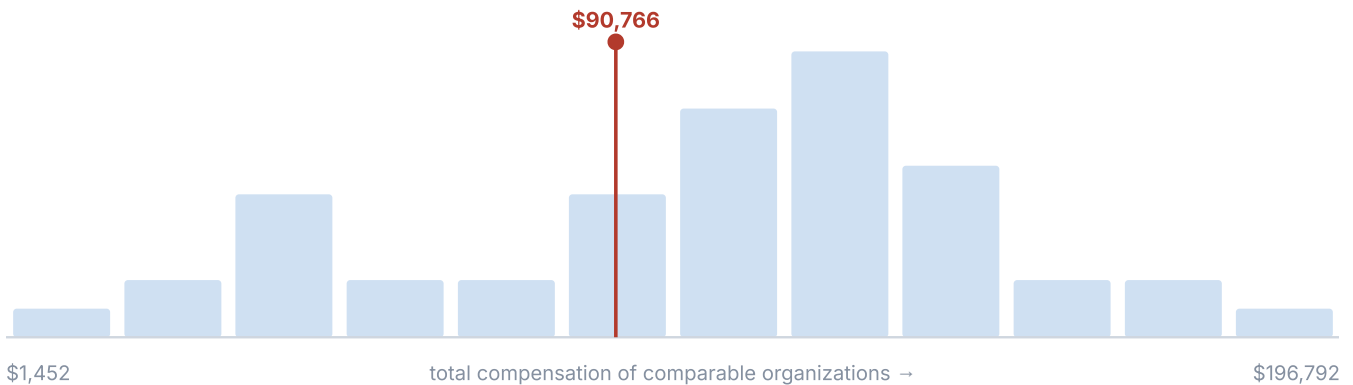
Benchmarked executive: Dionte Grey — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W70).
BUDGET	Total revenue between \$267,617 and \$599,143 — 0.67x to 1.50x the subject's \$399,429 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,420	\$79,712	\$112,019	\$128,318	\$149,167	\$90,766
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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 CA 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
Disability Empower Network Inc	NY	\$402,588	Executive Director	\$40,092	\$43,194	2023
Maven Leadership Collective	FL	\$403,975	Founder & Creative Dir	\$104,483	\$117,027	2023
South Dakota Agriculture And Rural	SD	\$390,118	Ceo Thru Nov	\$116,600	\$153,427	2023
Adventure U	CO	\$389,731	President	\$124,963	\$138,766	2024
Farm Labor Research Project	OH	\$413,566	Secretary	\$30,900	\$37,901	2024
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$107,667	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$93,381	2024
Leadership Harrisburg Area	PA	\$365,948	President &	\$114,245	\$135,835	2023
Leadership Birmingham Inc	AL	\$361,810	Executive Director	\$112,500	\$144,907	2023
Leadership Southern Indiana Inc	IN	\$458,466	President/ceo	\$100,414	\$122,631	2024
Public Health Fund Inc	MO	\$340,221	Administrator	\$15,817	\$19,401	2024
Center For Compassionate Leadership Inc	NY	\$333,753	Chair	\$41,000	\$42,905	2024
New Bridges For Haitian Success Inc	RI	\$470,033	Executive Director	\$128,920	\$153,430	2022
Leadership New Hampshire	NH	\$325,615	Executive Director	\$91,640	\$97,993	2024
Skills Usa Council	PA	\$320,725	Executive Director	\$87,883	\$101,494	2024
Search Inside Yourself Leadership Institute	CA	\$479,883	Executive Director	\$117,700	\$117,700	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Economic Justice Alliance Of Michigan	MI	\$316,749	Executive Director	\$98,367	\$117,581	2024
Leadership Spokane	WA	\$482,605	Executive Director	\$91,429	\$94,797	2024
Leadership Newark Inc	NJ	\$485,006	Chief Executive Officer	\$190,325	\$196,792	2024
Wyoming Congressional Award	WY	\$311,093	Executive Director	\$102,771	\$127,445	2024
Leadership Seminole Inc	FL	\$310,996	President	\$108,659	\$115,165	2025
Connected To Lead	CA	\$488,923	Executive Director	\$77,143	\$75,155	2025
Leadership Lake County Inc	OH	\$308,970	President/ceo	\$83,000	\$99,182	2025
Leadership Geauga County	OH	\$308,035	Executive Director	\$79,845	\$97,936	2024
Leadership Lincoln Inc	NE	\$307,779	Executive Director	\$87,388	\$112,063	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	46 organizations. Compensation range \$1,452–\$196,792; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$399,429); for reference, expenses \$327,334 and assets \$98,335.
ROLE MATCH	Dionte Grey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	26 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	20 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 (Dionte Grey) 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 46 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,766 is reasonable (approximately the 26th 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.