

The Sister Circle International

Executive Director / CEO

EIN 853202604

NC · NTEE S81

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Leah Mcnair, Executive Director / CEO** (\$17,150) against **every comparable organization** that fit the selection criteria — **1775** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Leah Mcnair — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S81).
BUDGET	Total revenue between \$242,440 and \$542,778 — 0.67x to 1.50x the subject's \$361,852 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,775 organizations qualified on sector, size, and geography → **1,775** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,682	\$41,317	\$69,555	\$98,454	\$136,455	\$17,150
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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 NC 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
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$76,779	2023
Positive Move Nfp	IL	\$361,896	Ceo	\$69,255	\$67,840	2023
Tarrant Regional	TX	\$361,480	Executive Director	\$198,000	\$191,685	2024
Stacy Foundation Building Inc	FL	\$362,318	Director	\$29,501	\$26,822	2024
Southern Independent Bookseller Alliance	NC	\$362,725	Executive Dir.	\$80,000	\$80,000	2024
Iowa Great Lakes Board Of Realtors	IA	\$362,883	Executive Direc	\$62,180	\$65,891	2024
Paradise Community Homes Inc	IN	\$360,807	Executive Di	\$4,167	\$4,253	2024
Rutland Makers Inc	VT	\$362,903	Executive Di	\$79,423	\$77,368	2024
Spurwink Properties Inc	RI	\$362,979	Executive Director/cfo	\$29,221	\$27,918	2023
Metropolitan Business And Citizens Association Inc	NJ	\$360,677	Community Relations	\$125,000	\$108,012	2024
Ruby M Sisson Memorial Library	CO	\$360,662	Executive Di	\$52,655	\$48,864	2024
Spencer Main Street Company	IA	\$363,357	Director	\$56,680	\$58,515	2025
Aia Triangle	NC	\$363,417	Executive Director	\$90,000	\$90,000	2024
Skokie Chamber Of Commerce	IL	\$360,235	President & Ceo	\$109,358	\$107,124	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eastern Plains Economic Development	MT	\$360,223	Executive Di	\$49,834	\$51,989	2024
Greater Louisville Foundation Inc	KY	\$363,497	President/ceo	\$33,738	\$35,080	2024
Jackson Hill Main Street Management Corporation	NJ	\$363,560	Executive Director	\$57,750	\$51,376	2023
Vernon Chamber Of Commerce	CA	\$363,674	President & Ceo	\$127,467	\$106,524	2024
Ferguson Road Initiative	TX	\$363,705	Executive Director	\$52,885	\$51,198	2024
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$127,368	2024
Armi Housing Corporation	NY	\$363,810	Executive Vp & Ceo	\$114,621	\$103,201	2023
Association Of State Criminal	VA	\$359,801	Executive Dir.	\$40,000	\$37,378	2024
Leadingage Kentucky Inc	KY	\$359,689	President	\$170,581	\$182,605	2023
Cfa Society North Carolina Inc	NC	\$359,655	Executive Director	\$102,750	\$102,750	2024
New Haven Rising Inc	CT	\$364,117	Secretary/director	\$104,206	\$94,559	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **1775** organizations. Compensation range \$201–\$650,071; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$361,852); for reference, expenses \$378,011 and assets \$181,289.
ROLE MATCH	Leah McNair, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	199 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	73 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	11 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	7 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 (Leah McNair) 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 1775 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,150 is reasonable (approximately the 11th 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.