

# Flipp Inc

Executive Director / CEO

EIN 853255197

VA · NTEE S20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Raye Elliott, Executive Director / CEO** (\$63,846) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

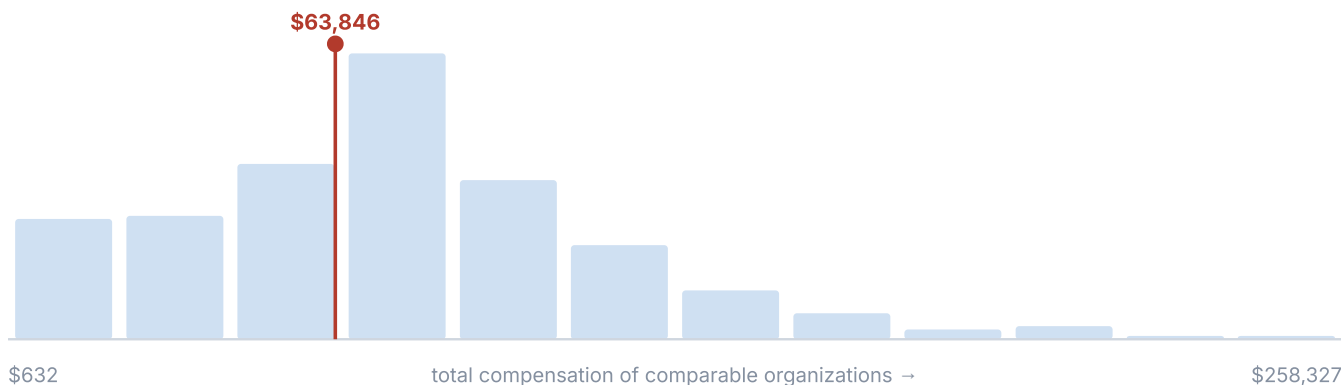
**Benchmarked executive:** Raye Elliott — reported title “CEO & Exec Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$320,394 and \$717,301 — 0.67x to 1.50x the subject's \$478,201 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**327** organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,990	\$47,566	\$72,620	\$95,002	\$128,573	<b>\$63,846</b>
----------	----------	----------	----------	-----------	-----------------



## ■ 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 VA 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
<a href="#">Rich Restoring Inner City Hope Inc</a>	MD	\$477,815	Executive Director	\$125,000	<b>\$121,034</b>	2024
<a href="#">Main Street Union City Inc</a>	TN	\$478,645	Director	\$42,769	<b>\$45,361</b>	2025
<a href="#">Limitless Community Development</a>	SC	\$477,269	Executive Di	\$59,216	<b>\$63,981</b>	2024
<a href="#">Community Action Of Nebraska Inc</a>	NE	\$481,533	Executive Director	\$89,719	<b>\$99,941</b>	2024
<a href="#">Downtown Ontario Improvement Association</a>	CA	\$481,784	Executive Director	\$94,516	<b>\$84,527</b>	2024
<a href="#">Comunidades Enraizadas Community Land Trust Inc</a>	MA	\$473,492	Executive Director	\$84,468	<b>\$78,613</b>	2024
<a href="#">Pitkin Avenue District Management Association Inc</a>	NY	\$484,644	Executive Director	\$127,097	<b>\$118,947</b>	2024
<a href="#">The Manchester Citizens Corporation</a>	PA	\$485,051	Executive Director	\$70,000	<b>\$74,433</b>	2023
<a href="#">Community Health And Empowerment Through Education And Research Inc</a>	MD	\$485,291	Executive Director	\$19,260	<b>\$19,200</b>	2023
<a href="#">Inspired Foundation Inc</a>	MI	\$487,263	President	\$30,550	<b>\$32,658</b>	2024
<a href="#">J Jireh Development Corp</a>	OH	\$489,023	Executive Di	\$30,000	<b>\$32,908</b>	2024
<a href="#">Family First Center Of Lake County</a>	IL	\$466,631	Executive Dir.	\$84,285	<b>\$88,354</b>	2023
<a href="#">Teachers Supporting Teachers</a>	IL	\$465,984	Executive Director	\$125,189	<b>\$127,467</b>	2024
<a href="#">Mobilisation Lab Collective Inc</a>	NY	\$465,600	Officer	\$23,071	<b>\$22,229</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">South Euclid Community Urban Redevelopment Corp</a>	OH	\$491,400	Executive Director Former	\$65,506	<b>\$71,857</b>	2024
<a href="#">Castle Hill District Management Association Inc</a>	NY	\$465,000	Executive Director	\$34,094	<b>\$31,908</b>	2024
<a href="#">Partnership West Inc</a>	NJ	\$491,728	Executive Director	\$97,235	<b>\$89,913</b>	2024
<a href="#">Mt Airy Community Services Corp</a>	PA	\$464,584	President	\$45,000	<b>\$47,850</b>	2023
<a href="#">Kauai Planning &amp; Action Alliance</a>	HI	\$492,074	President &	\$98,376	<b>\$91,220</b>	2024
<a href="#">Hbcu Cares</a>	AL	\$463,977	Part-year Executive Director	\$59,500	<b>\$66,574</b>	2024
<a href="#">Ormond Main Street Inc</a>	FL	\$493,251	Executive Director	\$70,276	<b>\$68,375</b>	2024
<a href="#">Riverview International Center Inc</a>	OH	\$494,255	Executive Di	\$75,000	<b>\$82,271</b>	2024
<a href="#">Community Chest Of Knox Co Inc</a>	TN	\$461,949	President	\$6,000	<b>\$6,532</b>	2024
<a href="#">Whole Family Community Initiative</a>	IN	\$494,770	Executive Director	\$30,000	<b>\$32,766</b>	2024
<a href="#">Artesia Mainstreet Inc</a>	NM	\$495,876	Executive Director	\$66,333	<b>\$76,073</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	327 organizations. Compensation range \$632–\$258,327; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$478,201); for reference, expenses \$497,538 and assets \$36,399.
ROLE MATCH	Raye Elliott, reported title "CEO & Exec Dir.", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</sup>

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 (Raye Elliott) 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 10, 2026, comparing compensation against 327 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,846 is reasonable (approximately the 38<sup>th</sup> 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 10, 2026.