

# Avatar Non-profit Inc

Executive Director / CEO

EIN 874558425

FL · NTEE S31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mike Chappell, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Mike Chappell — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S31).

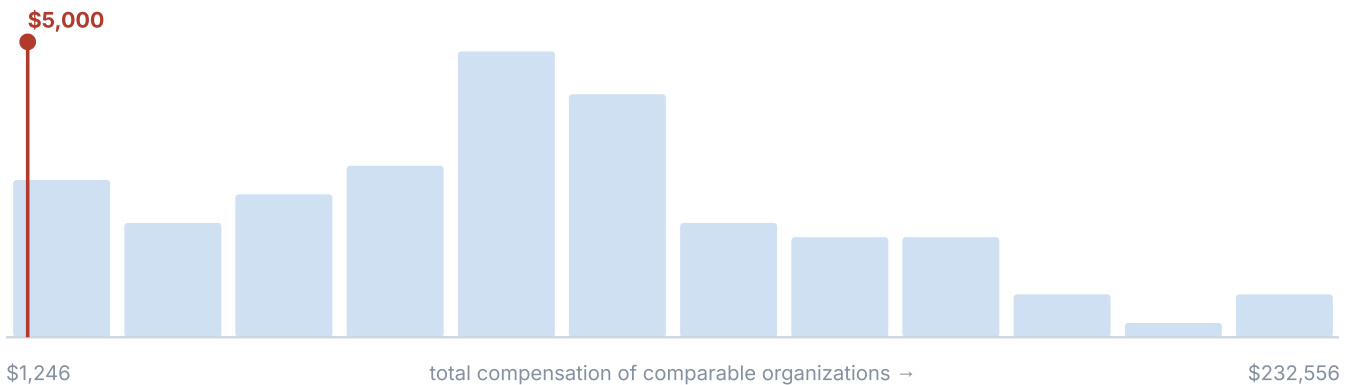
**BUDGET** Total revenue between \$318,666 and \$713,431 — 0.67x to 1.50x the subject's \$475,621 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

**107** organizations qualified on sector, size, and geography

→ **107** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,647

\$57,231

\$91,314

\$126,066

\$161,086

\$5,000



## ■ 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 FL 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="#">Dania Economic Development Corp Inc</a>	FL	\$474,716	Executive Director	\$92,065	<b>\$98,670</b>	2022
<a href="#">Midlands Latino Community Development</a>	NE	\$483,552	Executive Director	\$112,800	<b>\$132,961</b>	2023
<a href="#">Lowell Development &amp; Financial Corp</a>	MA	\$458,536	Executive Di	\$151,318	<b>\$144,745</b>	2024
<a href="#">Colorado Thrives</a>	CO	\$497,226	Executive Director	\$170,630	<b>\$174,164</b>	2024
<a href="#">Bayview Community Development Corp</a>	CA	\$453,216	Vice Chairman	\$12,000	<b>\$11,030</b>	2024
<a href="#">Lake Norman Community Development</a>	NC	\$498,609	Executive Di	\$46,500	<b>\$51,145</b>	2024
<a href="#">Central Region Innovation And</a>	KY	\$450,611	Executive Director	\$48,082	<b>\$56,613</b>	2023
<a href="#">University District Development Associat</a>	WA	\$449,817	Ceo - Officer	\$139,201	<b>\$132,664</b>	2024
<a href="#">Rebuilding Together Metro Denver Inc</a>	CO	\$501,462	Executive Director	\$111,750	<b>\$114,064</b>	2024
<a href="#">Michigan Faith In Action</a>	MI	\$448,959	Executive Di	\$61,700	<b>\$67,791</b>	2024
<a href="#">Pyramid Community Development Corporatio</a>	OH	\$448,140	Executive Direcotr	\$38,514	<b>\$43,423</b>	2024
<a href="#">Atlantic Avenue District Management</a>	NY	\$503,378	Executive Dir.	\$101,000	<b>\$97,151</b>	2024
<a href="#">Great River Economic Dev Foundation</a>	IL	\$503,489	President	\$102,700	<b>\$107,477</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Certified Development Corporation</a>	SC	\$447,388	Director	\$1,875	<b>\$2,082</b>	2024
<a href="#">Vibe District Virginia Beach</a>	VA	\$446,533	Executive Director	\$91,406	<b>\$93,948</b>	2024
<a href="#">Downtown Encinitas Mainstreet Assoc</a>	CA	\$508,881	Executive Director	\$96,955	<b>\$89,119</b>	2024
<a href="#">Pemiscot County Initiative Network</a>	MO	\$441,365	Director	\$52,977	<b>\$58,189</b>	2025
<a href="#">Conyers Rockdale Economic Deve</a>	GA	\$436,100	Exec Director	\$125,750	<b>\$138,568</b>	2023
<a href="#">The Downtown Shareholders Of Kansas</a>	KS	\$521,757	Execdir (End	\$57,051	<b>\$65,609</b>	2024
<a href="#">Aya Foundation</a>	CO	\$522,887	Chief Executive Officer	\$183,425	<b>\$187,224</b>	2024
<a href="#">Gateway Municipalities Community</a>	MD	\$522,946	Executive Director	\$14,400	<b>\$14,331</b>	2024
<a href="#">Fly Sun Valley Alliance Inc</a>	ID	\$427,621	Executive Di	\$135,752	<b>\$153,724</b>	2024
<a href="#">Downtown Pkb Inc</a>	WV	\$423,548	Executive Di	\$66,121	<b>\$76,209</b>	2024
<a href="#">Alabama Collective Foundation</a>	AL	\$528,000	President	\$96,000	<b>\$110,400</b>	2024
<a href="#">Lee County Economic Development</a>	IA	\$530,081	Chief Execut	\$145,501	<b>\$169,587</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	107 organizations. Compensation range \$1,246–\$232,556; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$475,621); for reference, expenses \$126,094 and assets \$0. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Mike Chappell, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Mike Chappell) 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 107 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 3<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.