

# Ministry Against The Death Penalty

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Ryan, Executive Director / CEO** (\$42,406) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Elizabeth Ryan — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$230,301 and \$515,601 — 0.67x to 1.50x the subject's \$343,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**192** organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,896	\$30,414	\$55,812	\$73,115	\$91,616	\$42,406
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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 LA 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="#">Workable Career Trends</a>	CA	\$341,514	Ceo	\$98,750	<b>\$79,726</b>	2023
<a href="#">Supportive Healthy Initiatives For Tulsa</a>	OK	\$347,950	Ceo	\$20,300	<b>\$20,900</b>	2023
<a href="#">3hopeful Hearts</a>	CO	\$347,957	Executive Director	\$40,704	<b>\$35,445</b>	2024
<a href="#">Oregon Representative Payee Program</a>	OR	\$349,233	Executive Director	\$85,589	<b>\$72,183</b>	2024
<a href="#">His Hands Auto Repair Ministry Inc</a>	PA	\$350,054	Member / Emp	\$59,644	<b>\$54,016</b>	2024
<a href="#">Casa For Lancaster County</a>	NE	\$335,549	Executive Di	\$80,622	<b>\$78,749</b>	2024
<a href="#">Northwest Sarcoma Foundation</a>	WA	\$334,731	Executive Director	\$101,440	<b>\$82,478</b>	2024
<a href="#">Establish</a>	HI	\$333,478	Executive Director	\$109,286	<b>\$88,858</b>	2024
<a href="#">Angels Of Las Vegas</a>	NV	\$331,487	President	\$36,961	<b>\$34,640</b>	2023
<a href="#">Goodwill East Building Inc</a>	LA	\$356,182	President And Ceo	\$20,500	<b>\$20,500</b>	2024
<a href="#">Pennsylvania Furniture Mission</a>	PA	\$356,280	Director	\$2,940	<b>\$2,663</b>	2024
<a href="#">The Middle Project Inc</a>	NY	\$330,523	Director	\$42,411	<b>\$34,804</b>	2024
<a href="#">One Heart Warriors</a>	MT	\$329,576	President	\$62,499	<b>\$61,183</b>	2024
<a href="#">Hackettstown Business Improvement</a>	NJ	\$328,862	Executive Di	\$83,538	<b>\$67,736</b>	2024
<a href="#">National Association Of Black Women Entrepreneurs</a>	MI	\$328,482	Ceo	\$78,000	<b>\$73,115</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Advocacy In Champaign County</a>	IL	\$359,272	Executive Director	\$53,050	<b>\$47,364</b>	2024
<a href="#">Hale County Meals On Wheels</a>	TX	\$360,074	Executive Di	\$62,813	<b>\$55,591</b>	2025
<a href="#">Fiel Houston Inc</a>	TX	\$360,472	President	\$23,400	<b>\$21,257</b>	2024
<a href="#">Upstate Carolina Adaptive Golf</a>	SC	\$360,613	Executive Director	\$68,497	<b>\$64,896</b>	2024
<a href="#">The Kindness Project</a>	PA	\$361,734	Executive Director	\$62,810	<b>\$58,563</b>	2023
<a href="#">Open Door Recovery House</a>	TX	\$325,511	Executive Director	\$157,492	<b>\$143,071</b>	2024
<a href="#">Guardianship &amp; Protective Services</a>	OH	\$324,533	Executive Di	\$62,378	<b>\$60,000</b>	2024
<a href="#">Flourish Homes Incorporated</a>	OK	\$324,273	Ceo/founder	\$36,000	<b>\$37,063</b>	2023
<a href="#">Amani Project Inc</a>	GA	\$364,340	Ceo	\$10,000	<b>\$9,401</b>	2023
<a href="#">Hope Impacts</a>	TX	\$365,397	Executive Di	\$61,066	<b>\$55,475</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 192 organizations. Compensation range \$1,811–\$501,962; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$343,734); for reference, expenses \$324,823 and assets \$779,814.

ROLE MATCH	Elizabeth Ryan, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</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 (Elizabeth Ryan) 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 192 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,406 is reasonable (approximately the 36<sup>th</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.