

Intrntnl Soc For Psychological And Social Approaches To Psychosis Ch

Executive Director / CEO

EIN 134037724
 PA · NTEE S03
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Leah Giorgini, Executive Director / CEO** (\$49,916) against **every comparable organization** that fit the selection criteria — **1248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Leah Giorgini — 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 (S03).
BUDGET	Total revenue between \$137,678 and \$308,235 — 0.67x to 1.50x the subject's \$205,490 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,248 organizations qualified on sector, size, and geography → **1,248** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,997 10TH	\$30,549 25TH	\$57,465 MEDIAN	\$81,209 75TH	\$111,309 90TH	\$49,916 THIS ORG · 43RD
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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 PA 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
Peak Literacy Inc	FL	\$205,439	Executive Director	\$67,319	\$63,416	2024
The Camden Collective	MN	\$205,418	Executive Director	\$60,238	\$59,687	2024
Americans For Food And Beverage Choice	DC	\$205,591	Principal Officer	\$158,319	\$139,315	2024
Montana West Economic Development	MT	\$205,356	President/ceo	\$11,287	\$12,200	2024
Wall & Ceiling Industry Advancement Fund	MO	\$205,355	Executive Director	\$36,684	\$40,113	2023
Medical Staff Of Research	MO	\$205,781	President	\$20,000	\$21,870	2023
Integrative Development Initiative	CA	\$205,875	2023 Cfo & Food Cycle Collective Co-coordinator	\$2,581	\$2,301	2023
Kulaiwi Land Trust	HI	\$205,010	Interim Executive Director-ceo	\$18,750	\$17,331	2023
American Movement	VA	\$206,049	President	\$225,858	\$225,140	2023
Greater Texas Capital Community Finance	TX	\$204,916	President	\$65,418	\$65,620	2024
A Greater Good	IN	\$204,813	President	\$35,366	\$38,504	2023
Ohio Merchants Baseball Organizatio	OH	\$204,782	Treas/manage	\$48,000	\$49,667	2025
Des Moines Downtown Chamber Of Commerce	IA	\$204,780	Executive Director	\$28,700	\$32,443	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Providence Resilience Partnership Inc	RI	\$206,200	Executive Director	\$130,000	\$125,000	2024
Mancos United	CO	\$204,630	Executive Director	\$20,250	\$20,046	2023
American Society For Surgery Of The Hand	IL	\$204,576	Ceo/executive Vp	\$96,961	\$95,588	2024
Rural Development Leadership	NY	\$206,538	President	\$20,000	\$18,123	2024
Savannah Waterfront Association	GA	\$204,437	Executive Di	\$116,600	\$121,037	2023
Oakland Vietnamese Chamber Of Commerce	CA	\$206,602	Executive Director	\$75,000	\$64,942	2024
Stanly County Convention And Visitors Bureau Inc	NC	\$206,625	Director	\$50,977	\$51,457	2025
Friends Of Panthertown Inc	NC	\$204,230	Executive Di	\$53,869	\$57,464	2023
Fishermans Wharf Association	CA	\$206,829	President & Ceo	\$12,000	\$10,391	2024
Maurice 53 Inc	NY	\$204,043	President	\$106,419	\$99,278	2023
Community Foundation Of The Ozarks Stock Trust	MO	\$203,994	Director/president & Ceo End 02/24	\$37,216	\$39,527	2024
The Macatawa Resource Center	MI	\$203,954	Executive Dir.	\$33,277	\$34,443	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	1248 organizations. Compensation range \$1–\$673,559; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$205,490); for reference, expenses \$212,130 and assets \$177,606.
ROLE MATCH	Leah Giorgini, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	162 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	34 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 Giorgini) 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 1248 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,916 is reasonable (approximately the 43rd 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.