

# Reality Check Inc

Executive Director / CEO

EIN 202470779

AR · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lizabeth Bryant, Executive Director / CEO** (\$79,248) against **every comparable organization** that fit the selection criteria — **462** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

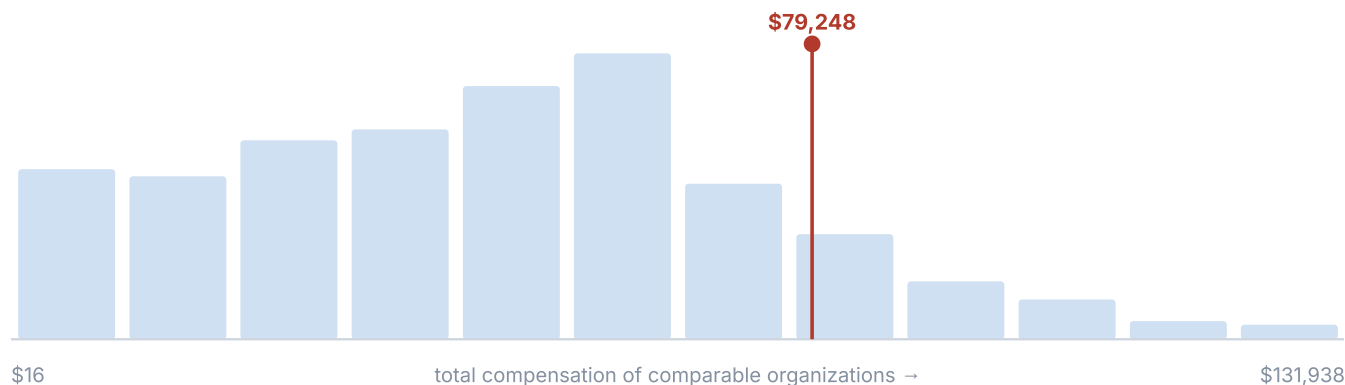
**Benchmarked executive:** Lizabeth Bryant — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$167,356 and \$374,679 — 0.67x to 1.50x the subject's \$249,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**462** organizations qualified on sector, size, and geography → **462** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,529	\$26,533	\$47,575	\$64,711	\$84,945	\$79,248
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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 AR 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="#">Southeast Nashville Homeschool</a>	TN	\$249,740	Executive Director - Start 6/23	\$8,000	<b>\$7,702</b>	2023
<a href="#">Texas United Fc</a>	TX	\$249,719	General Manager	\$55,059	<b>\$56,718</b>	2021
<a href="#">First Love Kids International Inc</a>	GA	\$250,076	Director	\$30,000	<b>\$26,836</b>	2024
<a href="#">Girls On The Run Western Montana</a>	MT	\$249,422	Council Dire	\$35,327	<b>\$33,878</b>	2024
<a href="#">Neighborhood Change Youth Organization Inc</a>	NY	\$250,774	Director	\$40,000	<b>\$33,106</b>	2023
<a href="#">How Our Lives Link Altogether Inc</a>	NY	\$250,916	Co-founder	\$50,000	<b>\$40,195</b>	2024
<a href="#">Venture Free Foundation</a>	CA	\$251,027	Executive Director	\$46,800	<b>\$35,952</b>	2024
<a href="#">Musicworks Inc</a>	NC	\$251,076	Program Director	\$62,288	<b>\$57,257</b>	2024
<a href="#">The Safety Place</a>	LA	\$248,440	Executive Director	\$17,500	<b>\$17,143</b>	2024
<a href="#">Open Door Abuse Awareness Prevention</a>	PA	\$248,263	Executive Director	\$109,072	<b>\$96,766</b>	2024
<a href="#">The Rock Of Kingsley Inc</a>	MI	\$251,336	Executive Director	\$17,000	<b>\$16,071</b>	2023
<a href="#">Champions Institute</a>	TX	\$251,507	Director	\$49,382	<b>\$43,946</b>	2024
<a href="#">Lisbon Bronco Athletic Boosters</a>	ND	\$248,020	Vice President	\$7,200	<b>\$7,237</b>	2023
<a href="#">Quincy House</a>	MN	\$247,636	Executive Di	\$24,608	<b>\$21,632</b>	2024
<a href="#">Working Parents Alliance Inc</a>	NY	\$247,391	Executive Dir.	\$67,404	<b>\$54,186</b>	2024
<a href="#">The Young Airman Association</a>	NY	\$252,601	Chairman Of The Board Of Directors	\$164,000	<b>\$131,840</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Guiding Light Mentoring</a>	OH	\$252,697	Founder And	\$50,000	<b>\$47,113</b>	2024
<a href="#">Youth Utilizing Power And Praise Organization</a>	CA	\$252,823	Executive Director	\$54,000	<b>\$42,708</b>	2023
<a href="#">Student Movement Of Justice And Opportunity</a>	CA	\$246,623	Executive Director	\$38,400	<b>\$29,499</b>	2024
<a href="#">Gulf Coast Bible Camp Inc</a>	MS	\$253,194	Executive Dir.	\$46,923	<b>\$47,866</b>	2023
<a href="#">Recess Cleveland</a>	OH	\$246,370	Executive Director	\$10,200	<b>\$11,125</b>	2021
<a href="#">Kings Academy Tyrone</a>	PA	\$246,239	Secretary	\$7,000	<b>\$6,210</b>	2024
<a href="#">Swappow Plus Foundation</a>	AZ	\$246,020	Executive Di	\$75,000	<b>\$64,169</b>	2024
<a href="#">Friends Of The Addison Youth Center</a>	NY	\$245,993	Director	\$34,880	<b>\$28,040</b>	2024
<a href="#">Building Utah Youth</a>	UT	\$245,695	Fndtn Director	\$7,475	<b>\$6,806</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	462 organizations. Compensation range \$16–\$131,938; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$249,786); for reference, expenses \$271,986 and assets \$110,026.
ROLE MATCH	Lizabeth Bryant, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</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 (Lizabeth Bryant) 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 462 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,248 is reasonable (approximately the 88<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 9, 2026.