

# American Diplomacy Foundation

Executive Director / CEO

EIN 202832124  
 CT · NTEE B990  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Louise V Oliver, Executive Director / CEO** (\$155,795) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

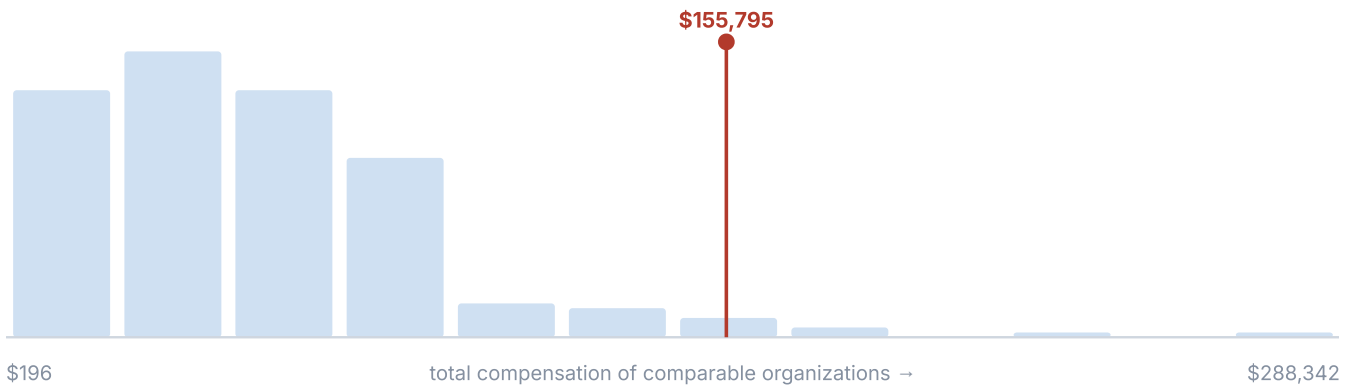
**Benchmarked executive:** Louise V Oliver — reported title “PRESIDENT AND SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (B990).
- BUDGET Total revenue between \$120,265 and \$269,250 — 0.67x to 1.50x the subject's \$179,500 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**219** organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,579	\$25,663	\$47,873	\$73,560	\$94,703	<b>\$155,795</b>
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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 CT 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="#">Curenwithjack</a>	GA	\$179,333	President	\$62,500	<b>\$65,102</b>	2024
<a href="#">Lincoln-way High School Foundation</a>	IL	\$179,721	Executive Di	\$60,000	<b>\$61,108</b>	2024
<a href="#">Literacy Lubbock</a>	TX	\$178,019	Executive Director	\$75,328	<b>\$78,060</b>	2024
<a href="#">Monroe County Bar Center For Education</a>	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	<b>\$15,795</b>	2025
<a href="#">Unity Foundation</a>	ME	\$177,085	Ceo/chairman	\$86,544	<b>\$92,426</b>	2023
<a href="#">Lectica Inc Fka Dev Test Svs</a>	MA	\$176,554	Pres, Treas, Clerk	\$51,193	<b>\$49,064</b>	2023
<a href="#">Friends Of Transit</a>	AZ	\$176,478	Executive Director	\$90,000	<b>\$89,666</b>	2024
<a href="#">Estes Park Learning Place Inc</a>	CO	\$182,902	Executive Director	\$56,156	<b>\$55,782</b>	2024
<a href="#">Agc Of Iowa Foundation</a>	IA	\$183,174	Executive Vice President	\$31,254	<b>\$35,451</b>	2024
<a href="#">Church Leadership Development</a>	TX	\$175,460	President	\$76,920	<b>\$82,064</b>	2023
<a href="#">Tennessee Advocates For Planned</a>	TN	\$175,276	Executive Di	\$95,771	<b>\$104,286</b>	2024
<a href="#">Jewels Academy</a>	IA	\$174,974	President	\$39,582	<b>\$44,897</b>	2024
<a href="#">Los Medanos College Foundation</a>	CA	\$174,647	Director - Lmc President (July -Dec)	\$25,994	<b>\$23,939</b>	2023
<a href="#">Cardio-facio-cutaneous International</a>	NY	\$184,530	Former Executive Director	\$67,516	<b>\$65,069</b>	2023
<a href="#">Independent Television Festival Inc</a>	MN	\$174,027	Ceo/executive Director	\$16,667	<b>\$17,565</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lite House Partners Inc</a>	GA	\$185,332	Executive Director	\$183	<b>\$196</b>	2023
<a href="#">The Home Team - Miami Inc</a>	FL	\$173,584	Director	\$79,425	<b>\$77,295</b>	2024
<a href="#">Kid Kare Project Inc</a>	IN	\$185,552	Office Manager	\$7,737	<b>\$8,452</b>	2024
<a href="#">Newport-mesa High School</a>	CA	\$185,868	Secretary/treasurer	\$1,200	<b>\$1,074</b>	2024
<a href="#">Cbee Foundation</a>	CA	\$187,131	Ceo	\$182,431	<b>\$163,191</b>	2024
<a href="#">Research Support Fund</a>	MA	\$171,417	Board President	\$37,776	<b>\$35,166</b>	2024
<a href="#">Marriage And Relationship Education Center Inc</a>	MD	\$171,221	Executive Director	\$47,508	<b>\$47,371</b>	2023
<a href="#">Education In Dance And</a>	NJ	\$170,931	Vice President	\$191,743	<b>\$177,349</b>	2024
<a href="#">Solvang School Education Foundation</a>	CA	\$170,182	President & Ceo	\$18,000	<b>\$15,687</b>	2025
<a href="#">Lohan School Of Shaolin</a>	NV	\$169,986	Corporate Officer	\$41,875	<b>\$44,767</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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	219 organizations. Compensation range \$196–\$288,342; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$179,500); for reference, expenses \$193,824 and assets \$4,784.
ROLE MATCH	Louise V Oliver, reported title " <i>PRESIDENT AND SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact</b>

**title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	93 <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 (Louise V Oliver) 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 219 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$155,795 is reasonable (approximately the 97<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.