

# Love Light And Melody

Executive Director / CEO

EIN 208894342

CO · NTEE P60

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Lebeck, Executive Director / CEO** (\$117,380) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

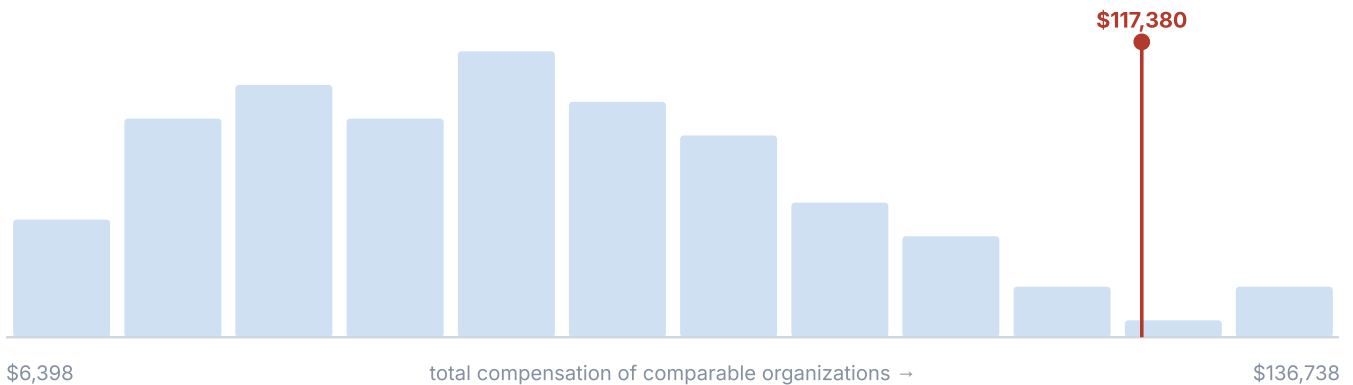
**Benchmarked executive:** Margaret Lebeck — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$267,174 and \$598,152 — 0.67x to 1.50x the subject's \$398,768 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,371	\$32,140	\$53,932	\$79,603	\$94,690	<b>\$117,380</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 CO 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="#">Gainesville Community Ministry Inc</a>	FL	\$398,510	Executive Director	\$51,753	<b>\$50,703</b>	2024
<a href="#">Beyond Homeless Inc</a>	IN	\$401,692	Executive Di	\$55,981	<b>\$59,980</b>	2025
<a href="#">Murray Calloway Need Line Association Inc</a>	KY	\$393,622	Executive Director	\$51,606	<b>\$57,822</b>	2024
<a href="#">Biddeford Food Pantry</a>	ME	\$406,472	President & Manager	\$32,000	<b>\$32,556</b>	2025
<a href="#">King Outreach Ministry Inc</a>	NC	\$406,768	Executive Director	\$43,800	<b>\$48,592</b>	2023
<a href="#">World Compassion Network Inc</a>	IN	\$388,367	Executive Di	\$32,150	<b>\$36,403</b>	2023
<a href="#">Gridiron Greats Assistance Fund Inc</a>	IL	\$387,303	Executive Director	\$65,000	<b>\$66,643</b>	2024
<a href="#">Redemptorist Social Services Center Inc</a>	MO	\$411,805	Executive Director	\$81,750	<b>\$90,299</b>	2024
<a href="#">Midland Baptist Crisis Center</a>	TX	\$411,908	Executive Director	\$78,000	<b>\$81,370</b>	2024
<a href="#">Christian Service Program Institute</a>	LA	\$384,106	Executive Director	\$61,624	<b>\$70,766</b>	2024
<a href="#">Diakonia</a>	CO	\$382,826	Executive Director	\$79,420	<b>\$81,766</b>	2023
<a href="#">Union County Crisis Assistance</a>	NC	\$415,024	Executive Di	\$62,292	<b>\$67,124</b>	2024
<a href="#">Goodwill Rescue Mission Inc</a>	NY	\$381,900	President/ceo	\$15,280	<b>\$14,400</b>	2024
<a href="#">Big Lake Community Food Shelf Inc</a>	MN	\$416,847	Executive Director	\$43,371	<b>\$44,693</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Response Coalition Of Kentucky Inc</a>	KY	\$379,634	Board Member	\$7,500	<b>\$8,403</b>	2024
<a href="#">The Record's People For People Fund Inc</a>	NY	\$373,259	Executive Director	\$33,390	<b>\$31,466</b>	2024
<a href="#">Agape Pamoja Inc</a>	MO	\$424,630	Board Member	\$20,000	<b>\$22,092</b>	2024
<a href="#">Burrito Brigade</a>	OR	\$424,867	Executive Di	\$55,800	<b>\$54,041</b>	2024
<a href="#">Nc National Guard Soldiers &amp; Airmen</a>	NC	\$372,002	Secretary/executive Director	\$39,000	<b>\$42,026</b>	2024
<a href="#">Coldwater Ministries Inc</a>	AL	\$425,750	Dir/vp/sec	\$46,500	<b>\$53,937</b>	2023
<a href="#">Colorful Closets Of Amarillo Inc</a>	TX	\$368,468	Co-ex. Director	\$39,985	<b>\$41,713</b>	2024
<a href="#">Movements Of Grace Inc</a>	CA	\$367,690	President	\$100,000	<b>\$90,053</b>	2024
<a href="#">Raw Ruth Anointed World Ministries</a>	CA	\$366,361	President	\$17,000	<b>\$15,761</b>	2023
<a href="#">Level Ground</a>	MN	\$431,499	President	\$19,164	<b>\$19,748</b>	2024
<a href="#">Ezra To Israel</a>	VA	\$363,668	Executive Di	\$60,000	<b>\$62,201</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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** 112 organizations. Compensation range \$6,398–\$136,738; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$398,768); for reference, expenses \$712,203 and assets \$86,858. **Revenue and expenses diverge this year — revenue may misrepresent operating**

**size; weigh the expense-based view.**

ROLE MATCH	Margaret Lebeck, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	94 <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 (Margaret Lebeck) 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 112 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,380 is reasonable (approximately the 96<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.