

Consortium For Executive Objectives

Executive Director / CEO

EIN 223620443

NJ · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Louis N Magazzu, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **464** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

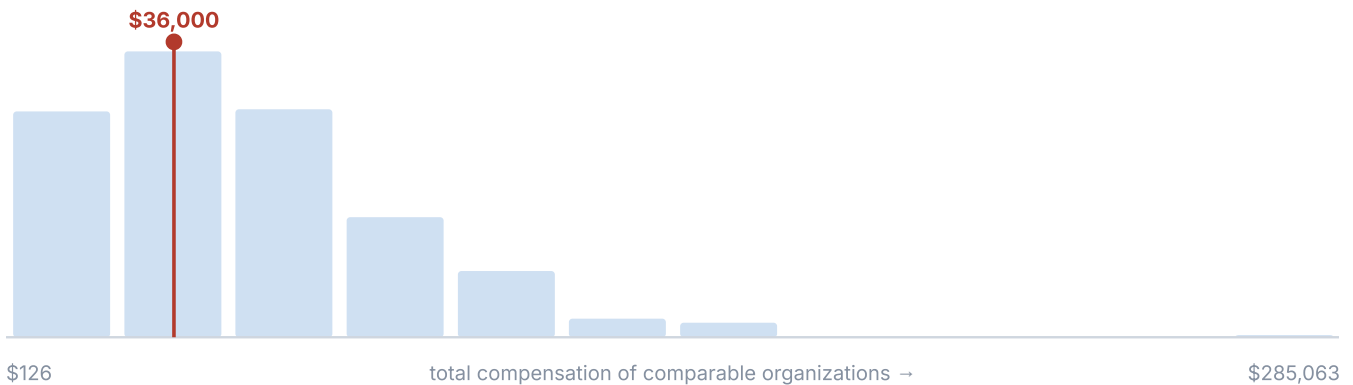
Benchmarked executive: Louis N Magazzu — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$104,855 and \$234,751 — 0.67x to 1.50x the subject's \$156,501 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

464 organizations qualified on sector, size, and geography → **464** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,654	\$25,042	\$44,993	\$68,966	\$96,823	\$36,000
----------	----------	----------	----------	----------	----------



■ 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 NJ 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
Interrwellness Retreat Center Inc	TX	\$156,721	President	\$23,000	\$25,769	2024
Strasburg Lions Club	ND	\$156,806	Gaming Manager	\$24,700	\$29,576	2025
Local 338 Charities Inc	NY	\$156,060	Chairman	\$51,727	\$53,898	2023
Selah Mountain Ranch	CO	\$156,045	Director	\$47,911	\$51,455	2024
Henry Fork Service Center	VA	\$156,026	Executive Director	\$44,000	\$48,989	2023
Pine Lake Community Club Inc	WA	\$157,055	Operations Director	\$36,000	\$36,099	2024
Alabama Asset Building Coalition	AL	\$155,889	Executive Director	\$85,625	\$106,666	2023
The Bass Foundation Inc	NJ	\$155,859	Executive Director	\$58,542	\$58,542	2024
Jacob's Well	NE	\$155,773	Executive Di	\$44,100	\$53,125	2024
Mosaic Inter-faith Ministries	UT	\$157,344	Ceo	\$42,086	\$48,244	2024
Girls On The Run Birmingham	AL	\$157,440	Executive Dir.	\$35,313	\$41,628	2025
Healthy Living Systems Inc	CO	\$155,421	Executive Project Director	\$29,050	\$31,199	2024
Loving Hands Ministries Inc	GA	\$157,947	Director	\$29,035	\$32,698	2024
Shepherds Of Love Ministries Inc	OK	\$158,011	President/di	\$51,042	\$62,950	2024
All Babies Cherished Inc	NY	\$158,208	Executive Director	\$29,584	\$29,941	2024
Mudcastle	MN	\$154,581	President	\$13,500	\$17,295	2021
Reaching 360	TN	\$158,822	President	\$84,800	\$102,784	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arts In Action Inc	WV	\$153,275	Director	\$14,167	\$17,180	2024
Hub Homeless Services Inc	WI	\$153,094	Executive Director	\$44,040	\$53,036	2023
Catalyst Center Inc	KY	\$152,772	Excutive Director	\$30,750	\$37,002	2024
Shepherd Place Inc	KY	\$152,670	Executive Director	\$62,966	\$75,768	2024
Flourish Ministries Inc	CA	\$160,448	President	\$89,347	\$88,963	2023
The River Fund Maine	ME	\$152,458	Executive Director	\$75,000	\$84,114	2024
Mattole Valley Resource Center	CA	\$151,615	Executive Dir.	\$30,058	\$28,321	2025
Power House Recovery Center	TX	\$151,253	Dir Treasurer	\$29,389	\$33,899	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	464 organizations. Compensation range \$126–\$285,063; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$156,501); for reference, expenses \$166,044 and assets \$129,544.
ROLE MATCH	Louis N Magazzu, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	39 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	36 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 (Louis N Magazzu) 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 464 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 39th 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.