

National Coalition For Dialogue & Deliberation

Executive Director / CEO

EIN 263350675
 PA · NTEE B60
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Keiva Hummel, Executive Director / CEO** (\$16,800) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

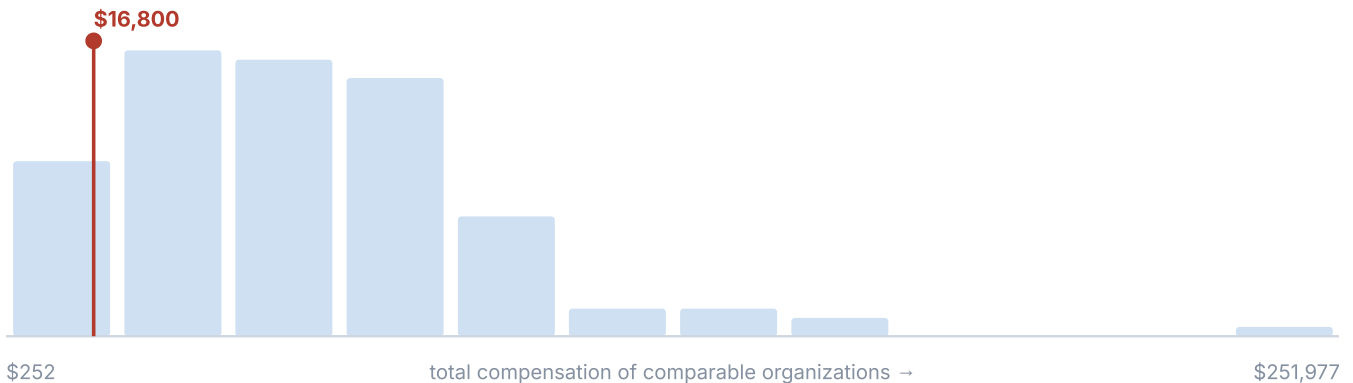
Benchmarked executive: Keiva Hummel — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$158,136 and \$354,037 — 0.67x to 1.50x the subject's \$236,025 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,763 10TH	\$30,426 25TH	\$53,924 MEDIAN	\$72,899 75TH	\$91,383 90TH	\$16,800 THIS ORG · 12TH
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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
Collaborative Law Institute Of Texas	TX	\$237,143	Exec Director	\$76,546	\$76,782	2023
Kenosha Literacy Council	WI	\$234,765	Executive Dir.	\$54,654	\$54,162	2025
Gull Island Institute Inc	MA	\$237,443	Clerk	\$41,600	\$36,411	2024
Literacy Volunteers Of Broome-tioga	NY	\$233,980	Executive Director	\$49,448	\$42,399	2025
Growing Oaks Association	OK	\$232,819	Secretarytreasurer	\$73,000	\$78,294	2024
Midcoast Literacy	ME	\$239,926	Executive Director	\$42,498	\$41,449	2024
Minnesota Teachers Of English To Speakers Of Other Languages	MN	\$231,475	Executive Assistant	\$15,450	\$14,870	2024
Skyline Agility Club Inc	NY	\$229,644	Former President	\$8,750	\$7,701	2024
Destiny Builders Inc	OK	\$228,764	President	\$87,000	\$93,308	2024
Iowa City Unesco City Of Literature	IA	\$244,011	Executive Director	\$108,323	\$115,523	2024
Literacy Chippewa Valley	WI	\$244,707	Executive Di	\$47,017	\$46,594	2025
Ethos Literacy	NM	\$227,120	Executive Director	\$63,000	\$65,999	2024
Harleys Dream	CO	\$245,039	Executive Dir.	\$52,000	\$48,565	2024
Second Chance Education Inc	CA	\$245,689	Ceo	\$59,509	\$51,529	2023
Florida Preborn Rescue Inc	FL	\$245,779	Director	\$124,492	\$113,910	2024
Leadership Kauai	HI	\$226,010	Executive Dir.	\$70,000	\$62,845	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Hbcu Business Deans Roundtable Inc	NC	\$225,337	Managing Director	\$36,000	\$37,301	2023
New York State Care Management	NY	\$225,135	Executive Director	\$68,250	\$60,069	2024
Hey Neighbor	CO	\$246,939	Executive Director	\$39,875	\$37,241	2024
Remarkable Mens Practice	CA	\$224,685	President	\$10,387	\$8,994	2023
Peak Research Institute	CO	\$247,400	Treasurer	\$30,360	\$28,355	2024
Onelife For Life Inc	MI	\$247,631	President	\$61,644	\$63,804	2023
The William And Lanaea C Featherstone	MD	\$224,131	Founder	\$30,000	\$28,125	2023
Anewvista Community Services	CA	\$248,249	President	\$51,200	\$41,952	2025
Marion County Literacy Council Inc	FL	\$249,959	Director	\$66,096	\$58,919	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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	130 organizations. Compensation range \$252–\$251,977; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,025); for reference, expenses \$237,420 and assets \$41,047.
ROLE MATCH	Keiva Hummel, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 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	12 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	10 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 (Keiva Hummel) 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 130 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,800 is reasonable (approximately the 12th 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.