

# Access-life Inc

Executive Director / CEO

EIN 272299578

FL · NTEE R23

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Doug Goddard, Executive Director / CEO** (\$111,450) against **every comparable organization** that fit the selection criteria — **390** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Doug Goddard — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (R23).

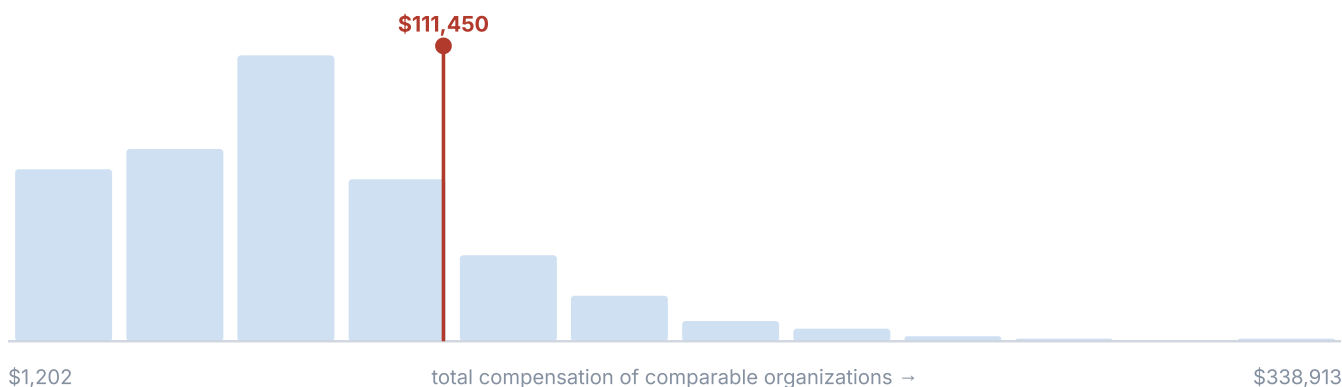
**BUDGET** Total revenue between \$216,466 and \$484,627 — 0.67x to 1.50x the subject's \$323,085 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

**390** organizations qualified on sector, size, and geography

→ **390** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,850

\$41,179

\$71,905

\$98,657

\$136,277

**\$111,450**



## ● 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 FL 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="#">Alaskans Take A Stand</a>	AK	\$323,150	President	\$15,000	<b>\$15,265</b>	2024
<a href="#">American Arab Civil Rights League</a>	MI	\$323,637	Executive Dir	\$100,000	<b>\$109,873</b>	2024
<a href="#">Michigan Federation For</a>	MI	\$322,482	Pres. / Exec	\$18,000	<b>\$20,362</b>	2023
<a href="#">Ceasefire Pennsylvania</a>	PA	\$322,328	Executive Di	\$11,954	<b>\$13,064</b>	2023
<a href="#">Wanton Injustice Legal Detail</a>	MN	\$323,854	Executive Director And President	\$16,415	<b>\$17,266</b>	2024
<a href="#">Colorado Asian Pacific United</a>	CO	\$323,992	Executive Director	\$36,978	<b>\$37,744</b>	2024
<a href="#">Partnership For Gender Equality</a>	DC	\$324,128	Executive Dir.	\$77,000	<b>\$71,927</b>	2024
<a href="#">Zachor Legal Institute</a>	MT	\$324,448	President	\$30,000	<b>\$34,424</b>	2024
<a href="#">National Queer Asian Pacific Islander</a>	NY	\$324,767	Executive Dir.	\$145,750	<b>\$140,196</b>	2024
<a href="#">Boston Lesbigan Urban Foundation</a>	MA	\$321,060	President	\$101,580	<b>\$97,168</b>	2024
<a href="#">Rockdale Casa Inc</a>	GA	\$320,892	Director	\$57,000	<b>\$59,436</b>	2025
<a href="#">White Awake</a>	MD	\$325,386	Executive Di	\$147,824	<b>\$147,113</b>	2024
<a href="#">Richmonders Involved To Strengthen Our Communities</a>	VA	\$320,782	Lead Organizer	\$80,000	<b>\$84,653</b>	2023
<a href="#">Bayard Rustin Center For Social Justice</a>	NJ	\$325,629	Chief Activist	\$130,000	<b>\$123,554</b>	2024
<a href="#">Equality Nc</a>	NC	\$320,180	Executive Director	\$16,202	<b>\$17,820</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Institute For Liberatory Innovation</a>	VT	\$319,858	Executive Dir.	\$38,462	<b>\$41,209</b>	2024
<a href="#">Progressive Multiplier Action Fund</a>	DC	\$319,217	Executive Director	\$27,995	<b>\$26,151</b>	2024
<a href="#">Alliance For A Better Iowa</a>	IA	\$327,518	Executive Director	\$69,486	<b>\$80,989</b>	2024
<a href="#">Based Politics Inc</a>	GA	\$318,646	Ceo	\$75,540	<b>\$83,240</b>	2023
<a href="#">Birthright Lake Inc</a>	OH	\$328,201	Executive Di	\$35,467	<b>\$41,169</b>	2023
<a href="#">La Fuerza Nc</a>	NC	\$328,308	Executive Director	\$26,629	<b>\$29,289</b>	2024
<a href="#">Survivor Justice Action Inc</a>	TX	\$317,100	Ceo/secretary	\$46,354	<b>\$49,358</b>	2024
<a href="#">Sgm Alliance Inc</a>	FL	\$316,936	Treasurer	\$4,940	<b>\$5,086</b>	2023
<a href="#">Black Women For Wellness Action Project</a>	CA	\$329,667	Treasurer	\$10,225	<b>\$9,399</b>	2024
<a href="#">The Witness Institute</a>	MD	\$316,052	Executive Director	\$192,859	<b>\$191,932</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	<b>390</b> organizations. Compensation range \$1,202–\$338,913; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$323,085); for reference, expenses \$262,166 and assets \$131,118.
ROLE MATCH	Doug Goddard, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 15 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Doug Goddard) 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 10, 2026, comparing compensation against 390 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,450 is reasonable (approximately the 81<sup>st</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 10, 2026.