

Choice For All

Executive Director / CEO

EIN 452685162
 NY · NTEE S80
 FY ending 2022-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jacob Dixon, Executive Director / CEO** (\$81,290) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

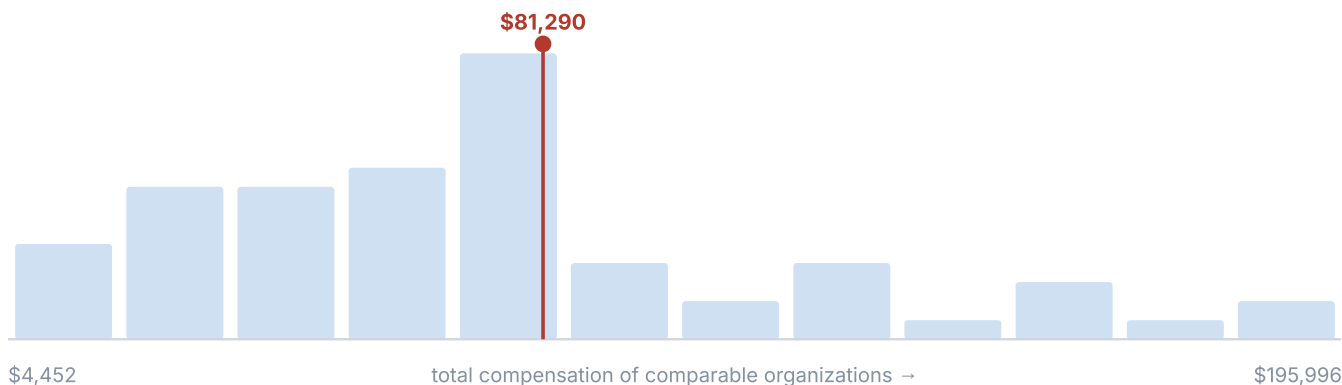
Benchmarked executive: Jacob Dixon — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

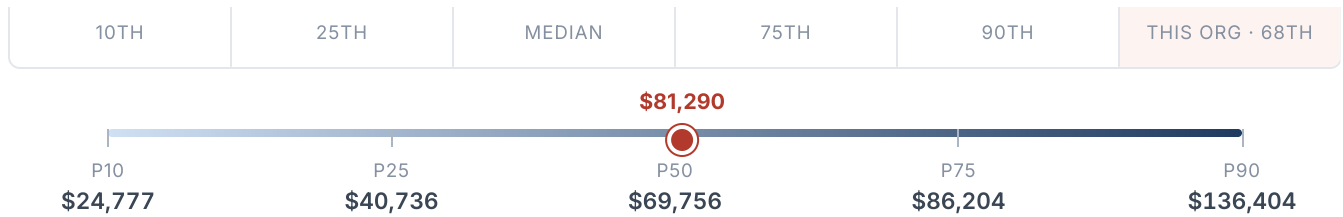
SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$317,216 and \$710,185 — 0.67x to 1.50x the subject's \$473,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,777	\$40,736	\$69,756	\$86,204	\$136,404	\$81,290
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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 NY 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
Pregnancy Counseling Center	CA	\$473,739	Executive Dir.	\$93,451	\$85,785	2023
Sunset Park District Management	NY	\$468,235	Executive Direc	\$63,780	\$59,510	2024
Center For Community Service Fund	WA	\$465,997	President	\$20,238	\$18,709	2024
East Cambridge Business Association	MA	\$465,872	Executive Director	\$163,149	\$151,383	2024
Conway Center For Family Business	OH	\$450,438	Executive Di	\$138,112	\$151,046	2024
Central Ia Center For Independent Living	IA	\$448,514	Executive Director	\$66,950	\$73,742	2025
Glb National Help Center Inc	CA	\$440,006	Executive Director	\$78,461	\$69,958	2024
Health Officers Association Of California	CA	\$507,340	Executive Director	\$140,491	\$128,965	2023
Texans For Clean Water Inc	TX	\$435,000	President And Director	\$53,654	\$55,418	2024
Danenet Inc	WI	\$433,920	Executive Dir.	\$73,586	\$81,697	2023
House Of Peace And Education Inc	MA	\$433,309	Executive Di	\$42,913	\$39,818	2024
Native American Food Sovereignty	AZ	\$427,502	Executive Dir.	\$109,889	\$109,125	2024
Leadership Houston Inc	TX	\$422,136	Executive Di	\$93,339	\$96,409	2024
Remote Energy	WA	\$421,740	Managing Director	\$33,439	\$30,913	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Refuge	IA	\$528,249	Executive Dir.	\$50,997	\$57,657	2024
Astop Inc	WI	\$532,991	Executive Director	\$74,436	\$78,201	2025
Lynden Communitysenior Center	WA	\$413,188	Former Executive Director	\$56,348	\$52,092	2024
Wisconsin Coalition Of Independent	WI	\$412,775	Executive Director	\$111,676	\$120,429	2024
Spokane County Sheriff Community Oriented Policing	WA	\$538,501	Executive Director	\$77,100	\$71,277	2024
Tricounty Community Network Inc	PA	\$405,524	Executive Director	\$160,735	\$170,400	2023
Pine Bluffs Senior Center Inc	WY	\$404,472	Executive Dir.	\$44,602	\$49,316	2024
Volunteer Center Of Cedar Valley	IA	\$403,233	Executive Director	\$87,185	\$98,572	2024
Kiwanis Club Of Lehigh Acres	FL	\$398,789	Treasurer	\$38,919	\$37,753	2024
New Hope Resource Center	WA	\$394,474	New Hope Director	\$30,586	\$28,275	2024
Women's Mentoring Network Inc	CT	\$393,469	Executive Director	\$82,500	\$82,232	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2022 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 NY 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	62 organizations. Compensation range \$4,452–\$195,996; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$473,457); for reference, expenses \$547,690 and assets \$451,550.
ROLE MATCH	Jacob Dixon, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	68 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	60 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 (Jacob Dixon) 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 62 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,290 is reasonable (approximately the 68th 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.