

Civic Leadership Usa Clusa

Executive Director / CEO

EIN 462800655

CA · NTEE Q21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andy Li, Executive Director / CEO** (\$145,200) against **every comparable organization** that fit the selection criteria — **639** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

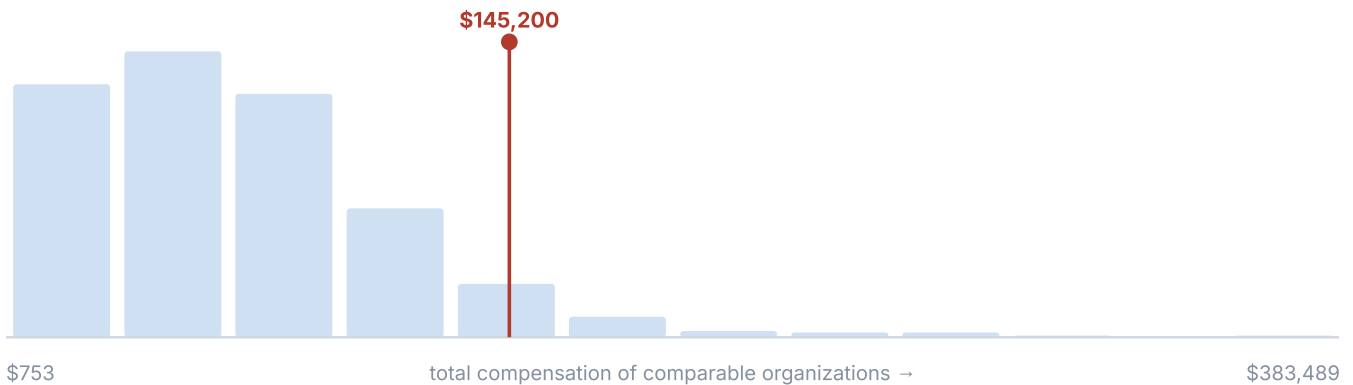
Benchmarked executive: Andy Li — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q21).
BUDGET	Total revenue between \$239,948 and \$537,198 — 0.67x to 1.50x the subject's \$358,132 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

639 organizations qualified on sector, size, and geography → **639** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,348	\$32,540	\$60,363	\$90,943	\$123,692	\$145,200
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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 CA 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
Hong Kong Democracy Council Usa	DC	\$358,064	Executive Director	\$66,900	\$66,037	2024
Miqueas 6-8 Inc	GA	\$357,781	Board Members	\$5,000	\$5,822	2023
Hostage Families Alliance	DC	\$358,534	President	\$28,334	\$27,968	2024
Lemonade International Inc	NC	\$357,700	Executive Director	\$84,892	\$101,582	2023
Olive Tree Ministry Inc	CA	\$358,573	Executive Di	\$36,000	\$36,000	2023
Africa Future Foundation	CA	\$358,743	Cfo	\$12,000	\$12,000	2023
University Alliance Ruhr Inc	NY	\$357,426	Executive Di	\$130,000	\$132,138	2024
Witness For Peace	MN	\$357,179	Secretary	\$16,741	\$19,157	2023
Project Soar Marrakech	DC	\$357,057	Co-founder & Ceo	\$48,379	\$47,754	2024
Latin American Missions Board Inc	WI	\$356,780	Missionary D	\$32,998	\$38,764	2024
Forget Me Not Ministries Inc	IN	\$359,736	President	\$45,736	\$55,855	2023
The Master's Mission Inc	SC	\$356,102	Administrato	\$16,670	\$20,140	2023
Hands Up For Haiti Inc	NY	\$355,875	Past Executive Director	\$18,138	\$18,437	2024
Development Data Lab Inc	DC	\$360,545	Executive Director	\$138,500	\$140,750	2023
Silent Images Inc	NC	\$354,885	Executive Director	\$83,500	\$97,049	2024
Community Asylum Seekers Project Inc	VT	\$354,292	Executive Director	\$58,600	\$68,306	2023
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$37,987	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Armenian Technology Group Inc	CA	\$363,635	Executive Direc	\$45,500	\$43,055	2025
Reincorporated Nfp	TX	\$363,645	President, Ceo	\$25,000	\$28,961	2023
Africa Fire Mission	OH	\$363,661	Executive Director	\$85,000	\$101,268	2024
Iron Sharpens Iron Mentoring Inc	NV	\$363,712	Executive Director	\$64,989	\$73,276	2024
Giao Diem Humanitarian Foundation Inc	CA	\$363,955	Director	\$5,000	\$4,857	2024
Apparent Project	WA	\$364,312	President	\$10,500	\$10,887	2023
Amigos The Richmond Latino Center Inc	IN	\$351,902	Director	\$28,912	\$34,297	2024
World Wide Hispanic Outreach Inc	IN	\$351,602	Executive Director	\$24,000	\$28,469	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	639 organizations. Compensation range \$753–\$383,489; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$358,132); for reference, expenses \$695,213 and assets \$73,095. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Andy Li, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	95 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	93 rd

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 (Andy Li) 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 639 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$145,200 is reasonable (approximately the 95th 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.