

# Long Island Coalition Against Bullying

Executive Director / CEO

EIN 463608207

NY · NTEE P99

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Salamone, Executive Director / CEO** (\$56,160) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

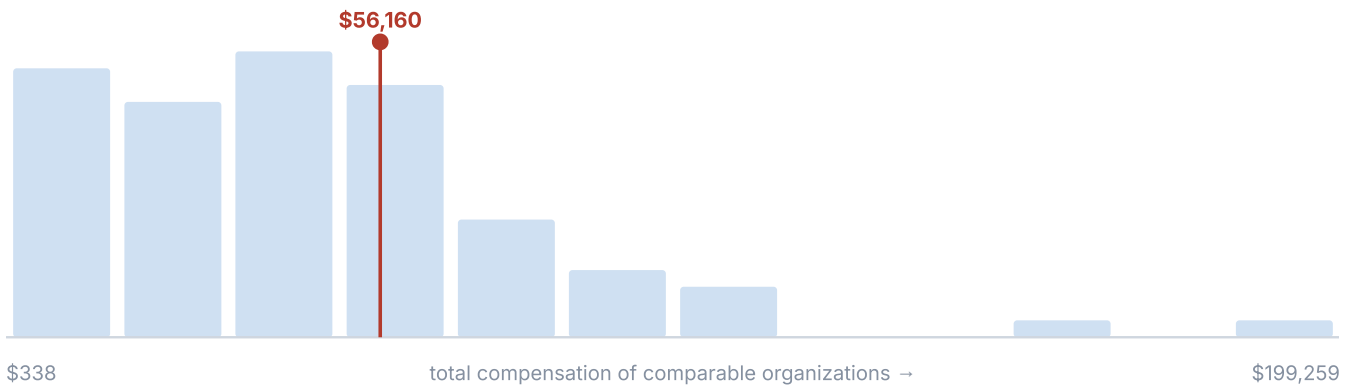
**Benchmarked executive:** Joseph Salamone — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$102,984 and \$230,562 — 0.67x to 1.50x the subject's \$153,708 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**78** organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,739	\$20,499	\$42,029	\$61,630	\$85,115	<b>\$56,160</b>
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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
<a href="#">Tri County Community Health Fund</a>	WA	\$154,307	Director	\$57,970	<b>\$57,436</b>	2024
<a href="#">Communities Of Belonging</a>	WA	\$156,768	Executive Director	\$65,000	<b>\$64,401</b>	2024
<a href="#">The Seven Project Inc</a>	FL	\$156,972	Chief Executive Officer	\$17,800	<b>\$19,052</b>	2023
<a href="#">Lafayette Fire Department Relief</a>	MN	\$148,445	Secretary	\$300	<b>\$338</b>	2023
<a href="#">Ma Hilas Heart Project Foundation</a>	TX	\$159,688	President & Ceo	\$180,000	<b>\$199,259</b>	2024
<a href="#">Thrive 360 Ministries Inc</a>	FL	\$146,224	President	\$75,324	<b>\$78,308</b>	2024
<a href="#">Hagars Heart</a>	TX	\$165,357	Executive Dir.	\$33,875	<b>\$37,499</b>	2024
<a href="#">Four Winds American Indian Council</a>	CO	\$165,663	Exec Dir Chair	\$48,000	<b>\$50,935</b>	2024
<a href="#">The Literacy Center For Dyslexia I</a>	FL	\$141,696	President	\$6,625	<b>\$6,887</b>	2024
<a href="#">Interplanetary Help Desk</a>	TX	\$139,534	President	\$24,401	<b>\$27,810</b>	2023
<a href="#">Roger L Von Amelunxen Foundation Inc</a>	NY	\$137,553	Vice-pres, secretary & Dire	\$18,200	<b>\$18,200</b>	2024
<a href="#">Upstream Access</a>	OR	\$137,544	Secretary	\$9,275	<b>\$9,532</b>	2024
<a href="#">Samaritan Works Inc</a>	OH	\$170,065	Executive Di	\$50,000	<b>\$60,337</b>	2023
<a href="#">Rosemarys Wish Kids Inc</a>	RI	\$170,748	Secretarytreasurer	\$31,200	<b>\$33,108</b>	2024
<a href="#">Inside Out Thrift Ministries Inc</a>	IL	\$173,631	President	\$3,780	<b>\$4,234</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">On Our Own Of Cecil County Inc</a>	MD	\$133,190	Executive Director	\$33,195	<b>\$35,358</b>	2023
<a href="#">Christian Social Services Cent</a>	KY	\$128,678	Director	\$32,954	<b>\$38,171</b>	2025
<a href="#">Hope Centers For Children Of Africa</a>	WI	\$179,084	Executive Di	\$38,001	<b>\$45,216</b>	2023
<a href="#">Conaxion Inc</a>	CA	\$126,782	President	\$23,500	<b>\$23,120</b>	2023
<a href="#">The Five Pillars Organization</a>	CA	\$181,873	Executive Dir.	\$19,000	<b>\$18,156</b>	2024
<a href="#">Jb Line Inc</a>	MA	\$125,227	President	\$35,190	<b>\$36,028</b>	2023
<a href="#">Waggies By Maggie And Friends Inc</a>	DE	\$183,586	President	\$4,747	<b>\$5,144</b>	2024
<a href="#">Operation Red White And Brave Foundation</a>	AR	\$184,455	Chairman Of The Board	\$44,000	<b>\$56,350</b>	2023
<a href="#">By Their Side Inc</a>	MD	\$121,317	Executive Director	\$80,943	<b>\$83,745</b>	2024
<a href="#">A Second Wish By Demetrius Inc</a>	FL	\$187,840	Executive Director / Ceo	\$26,000	<b>\$27,030</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT 78 organizations. Compensation range \$338–\$199,259; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$153,708); for reference, expenses \$121,875 and assets \$124,920.

<b>ROLE MATCH</b>	Joseph Salamone, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	64 <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 (Joseph Salamone) 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 78 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,160 is reasonable (approximately the 68<sup>th</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 9, 2026.