

# Why'd You Stop Me

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jason Lehman, Executive Director / CEO** (\$7,600) against **every comparable organization** that fit the selection criteria — **564** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jason Lehman — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (199).

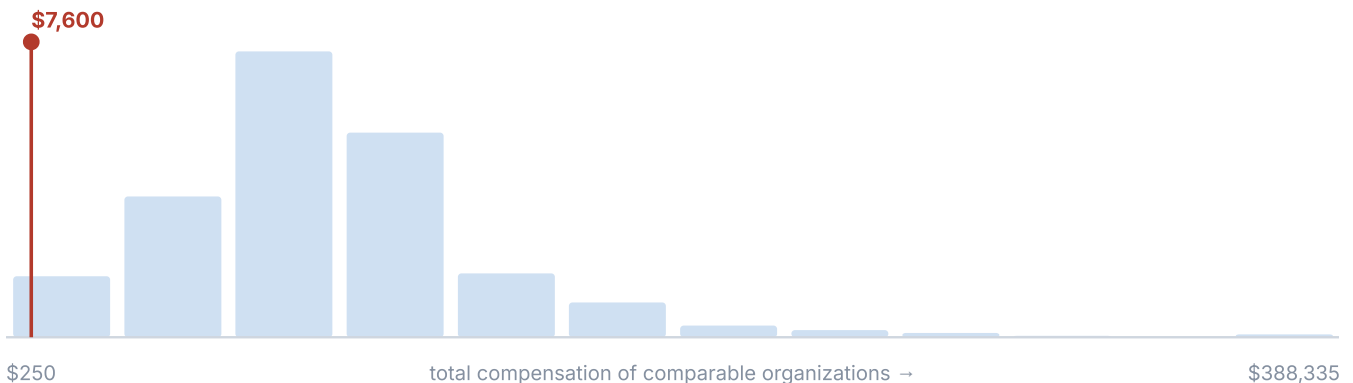
**BUDGET** Total revenue between \$323,837 and \$725,010 — 0.67x to 1.50x the subject's \$483,340 (the band tightens as size grows).

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

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

→ **564** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,367

\$65,166

\$90,105

\$115,358

\$148,497

**\$7,600**



## ■ 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
<a href="#">Wisconsin Badger State Sheriffs</a>	WI	\$483,063	Executive Di	\$17,931	<b>\$22,328</b>	2023
<a href="#">East Baton Rouge Truancy</a>	LA	\$483,761	Executive Di	\$89,800	<b>\$114,513</b>	2024
<a href="#">Initiate Justice Action</a>	CA	\$482,838	Secretary	\$250	<b>\$250</b>	2024
<a href="#">Rights &amp; Democracy Education Fund Inc</a>	VT	\$484,515	Executive Director	\$100,025	<b>\$116,592</b>	2024
<a href="#">New Beginnings Reentry Services Inc</a>	MA	\$482,091	Exec. Dir. & Board Member	\$107,870	<b>\$112,257</b>	2024
<a href="#">Midwest Native Coalition For Justice</a>	KS	\$482,069	Executive Director	\$125,821	<b>\$157,416</b>	2024
<a href="#">Florida Foundation For Correctional</a>	FL	\$485,052	Executive Director	\$117,000	<b>\$127,287</b>	2024
<a href="#">Ruthless Kindness</a>	CA	\$485,619	Ceo	\$127,730	<b>\$127,730</b>	2024
<a href="#">Innocence Delaware Inc</a>	DE	\$486,466	Ed (From 4/24); Sec (Until 4/24)	\$24,750	<b>\$28,065</b>	2024
<a href="#">The Spector Criminal Justice Training</a>	CT	\$486,702	Secretary	\$96,961	<b>\$108,392</b>	2023
<a href="#">Magdalene House Of Austin</a>	TX	\$487,043	Executive Director	\$105,000	<b>\$121,636</b>	2024
<a href="#">Children's Advocacy Center Of The</a>	GA	\$488,254	Executive Director	\$65,000	<b>\$75,688</b>	2024
<a href="#">Software Freedom Law Center Inc</a>	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	<b>\$62,785</b>	2025
<a href="#">Advoz</a>	PA	\$488,584	Executive Di	\$76,807	<b>\$91,323</b>	2023
<a href="#">Hope For Her Florida Inc</a>	FL	\$477,882	Board Secretary	\$65,500	<b>\$71,259</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Step Up To Justice</a>	AZ	\$488,880	Executive Director	\$90,176	<b>\$100,433</b>	2024
<a href="#">Casa Of The Northern Bluegrass Region Inc</a>	KY	\$489,238	Executive Director	\$84,836	<b>\$108,671</b>	2023
<a href="#">New Light Community Resource Foundation</a>	SC	\$489,433	Executive Director	\$18,500	<b>\$22,351</b>	2024
<a href="#">Keeping Identities Safe Inc</a>	DC	\$476,104	Chairman & President	\$153,514	<b>\$160,616</b>	2023
<a href="#">The Equal Voting Rights Institute</a>	TX	\$491,331	Executive Di	\$244,288	<b>\$282,992</b>	2024
<a href="#">Marion Winston Court Services</a>	AL	\$475,009	Director	\$112,544	<b>\$140,805</b>	2024
<a href="#">Mediation Services Of Maui Inc</a>	HI	\$474,303	Executive Di	\$86,330	<b>\$92,154</b>	2023
<a href="#">Kidpower Of Colorado Inc</a>	CO	\$474,224	Executive Director	\$75,229	<b>\$86,006</b>	2023
<a href="#">Accord A Center For Dispute</a>	NY	\$473,999	Executive Director	\$78,729	<b>\$80,264</b>	2025
<a href="#">Brother Carl Hardrick Institute For</a>	CT	\$473,644	President	\$103,968	<b>\$112,891</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 564 organizations. Compensation range \$250–\$388,335; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$483,340); for reference, expenses \$463,976 and assets \$321,619.

ROLE MATCH	Jason Lehman, reported title " <i>FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Jason Lehman) 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 564 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,600 is reasonable (approximately the 2<sup>nd</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.