

Institute For Public Leadership

Executive Director / CEO

EIN 470777511

NE · NTEE S80

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Sarah Keeney, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

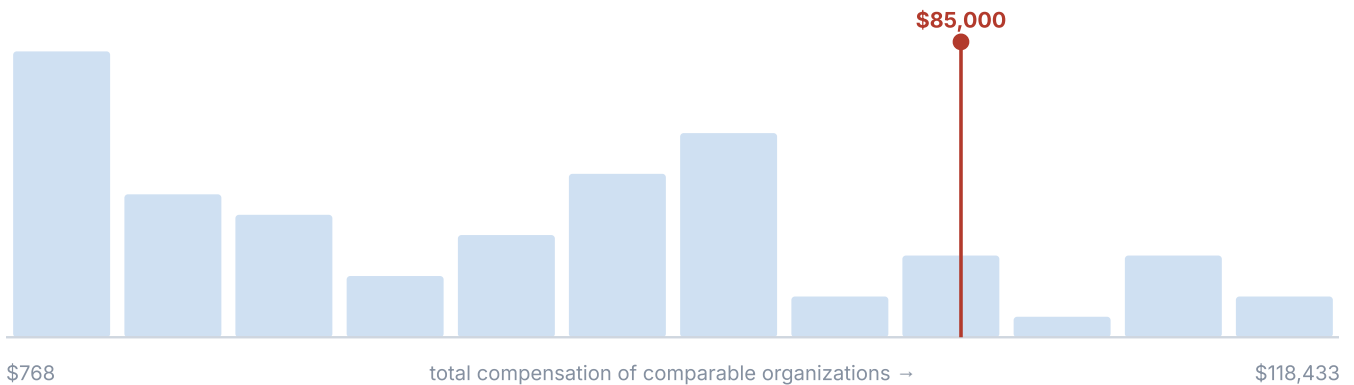
Benchmarked executive: Sarah Keeney — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$152,112 and \$340,549 — 0.67x to 1.50x the subject's \$227,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,666	\$12,819	\$46,674	\$66,303	\$91,433	\$85,000
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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 NE 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
House Of Compassion	IA	\$229,933	Executive Director	\$51,000	\$54,867	2023
Law Foundation Of Berks County	PA	\$215,296	Executive Director	\$25,151	\$23,936	2024
Working Men Of Christ Inc	KS	\$240,294	Executive Director	\$42,000	\$43,303	2024
Texas Lions Foundation Inc	TX	\$213,303	Chief Operation	\$18,000	\$17,183	2024
Mt Juliet Help Center	TN	\$243,235	Director	\$44,233	\$44,372	2024
Start Up Kids Club	TX	\$209,565	Executive Di	\$62,370	\$59,541	2024
San Diego Lions Welfare Foundation	CA	\$245,585	Executive Dir.	\$12,438	\$10,250	2024
Crow Wing County Victim Services	MN	\$208,111	Executive Director	\$105,545	\$99,530	2024
Rochester Rotary Club	NY	\$246,305	Executive Director	\$9,493	\$7,976	2025
Mentor Discover Inspire Inc	CA	\$246,941	Program Development Director	\$24,000	\$20,362	2023
Adpi Properties Inc	GA	\$207,123	Executive Director	\$24,687	\$23,689	2024
The 1477 Corporation Of Bergenfield	NJ	\$247,858	Secretary	\$4,500	\$3,736	2025
Ministry Of Zoey's Place	TX	\$248,890	President	\$11,520	\$10,998	2024
Mental Health America Of	VA	\$201,815	Executive Di	\$72,846	\$67,125	2024
Missouri Valley Crisis Center Inc	SD	\$200,185	Executive Dir.	\$61,301	\$66,472	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gateway To The Great Outdoors	IL	\$257,166	President Treasurer	\$25,631	\$24,048	2024
Arab American Friendship Center	MI	\$257,245	Executive Director	\$47,684	\$46,972	2024
Youth Leadership Authority Inc	NV	\$257,686	President Executive Director	\$82,200	\$80,956	2023
Atlanta Woman's Club	GA	\$259,551	Director Of Sales And Even	\$115,743	\$111,065	2024
Lithuanian Center	IL	\$193,802	President/director	\$7,200	\$6,581	2025
Lexington Lions Club Endowment Inc	KY	\$260,764	Secretary &	\$3,000	\$3,076	2024
Front Range Community Services Inc	CO	\$262,100	Exec Director	\$55,583	\$52,367	2023
Leadership Macomb Inc	MI	\$262,652	Executive Director	\$108,817	\$107,190	2024
Gapps Global Alliance To Prevent	WA	\$265,582	Treasurer	\$24,000	\$20,506	2024
Iowa Gun Owners	IA	\$187,138	Chairman Of The Board	\$60,000	\$64,549	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2025 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 NE 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 66 organizations. Compensation range \$768–\$118,433; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$227,033); for reference, expenses \$134,651 and assets \$405,200. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Sarah Keeney, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	79 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 (Sarah Keeney) 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 66 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 86th 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.