

Americans Against Legalizing

Executive Director / CEO

EIN 472120025

CA · NTEE W99

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Scott Chipman, Executive Director / CEO** (\$25,200) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

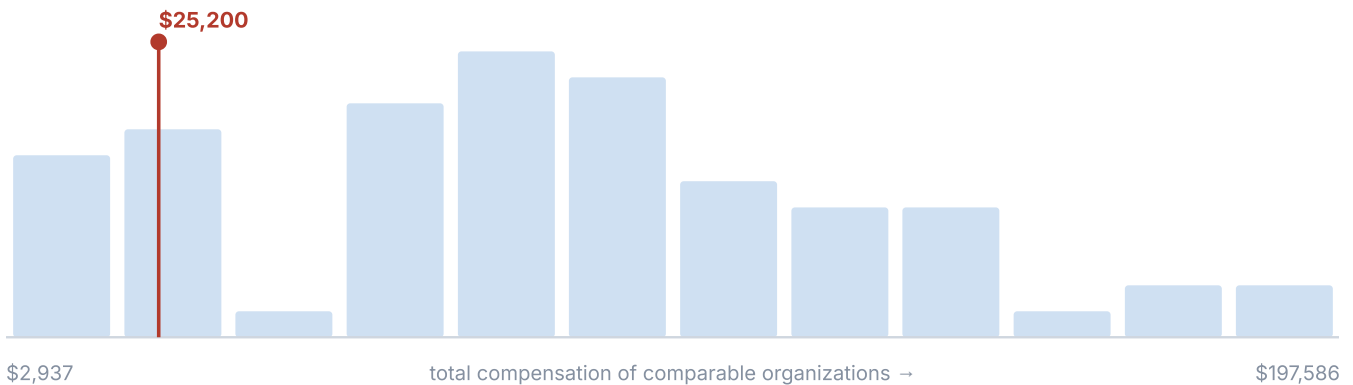
Benchmarked executive: Scott Chipman — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (W99).
- BUDGET** Total revenue between \$255,294 and \$571,554 — 0.67x to 1.50x the subject's \$381,036 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,233	\$51,870	\$80,873	\$112,564	\$138,046	\$25,200
----------	----------	----------	-----------	-----------	----------



■ 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
Reach Healthcare	CA	\$378,568	President	\$56,328	\$54,712	2024
Wisconsin Strong Inc	WI	\$372,585	Ceo	\$91,305	\$110,429	2023
Gigafact Foundation	CA	\$372,579	Head Of Operations	\$110,497	\$107,327	2024
The Strive Initiative Inc	PA	\$371,559	Ceo	\$70,357	\$78,922	2024
Civicpulse Inc	NY	\$370,633	Executive Dir.	\$113,281	\$118,545	2023
Black Product Managers	CA	\$368,688	Executive Director	\$186,000	\$180,664	2024
Veterans Club Inc	KY	\$365,733	Vice President	\$65,000	\$80,873	2023
Seeds Family Worship Inc	TN	\$396,767	President	\$75,100	\$88,796	2024
Rhode Island Saltwater Anglers Association	RI	\$364,784	Executive Director	\$46,671	\$51,826	2023
Dress For Success Denver	CO	\$399,056	Executive Director	\$77,598	\$86,169	2023
Allegheny Force Football Club	PA	\$400,190	Director Of Coaching	\$52,395	\$60,510	2023
One Love Animal Rescue Inc	GA	\$360,867	Ceo	\$16,500	\$18,662	2024
Raising Multicultural Kids	MA	\$402,135	Ex. Director	\$86,800	\$85,477	2025
Georgia Hi-lo Trail Inc	GA	\$359,926	President	\$21,426	\$24,233	2024
Noe Valley Association	CA	\$405,291	Exec/secr	\$42,000	\$40,795	2024
WIs Foundation	SC	\$355,853	President	\$105,000	\$123,217	2024
The Davis Phoenix Coalition	CA	\$354,895	Executive Director	\$20,192	\$19,613	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northwest Hub	OR	\$409,241	Executive Di	\$55,502	\$57,978	2024
Revive Community Health Center	MI	\$352,240	Ceo	\$77,787	\$90,313	2024
In The Weeds	CO	\$415,629	Executive Dir.	\$64,434	\$69,498	2024
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$138,039	2023
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,937	2024
Bike Library Inc	IA	\$336,285	Executive Director	\$57,380	\$72,759	2023
Rjok Foundation	OK	\$429,260	President	\$91,700	\$113,581	2024
Transportation Riders United Inc	MI	\$331,276	Executive Di	\$71,269	\$82,745	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	67 organizations. Compensation range \$2,937–\$197,586; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$381,036); for reference, expenses \$472,514 and assets \$45,016.
ROLE MATCH	Scott Chipman, reported title <i>"Vice President"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer 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	15 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	15 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 (Scott Chipman) 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 67 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,200 is reasonable (approximately the 15th 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.