

# The Leverage Network Inc

Executive Director / CEO

EIN 473517179

IL · NTEE R22

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Antoinette Hardy-waller, Executive Director / CEO** (\$118,558) against **every comparable organization** that fit the selection criteria — **417** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

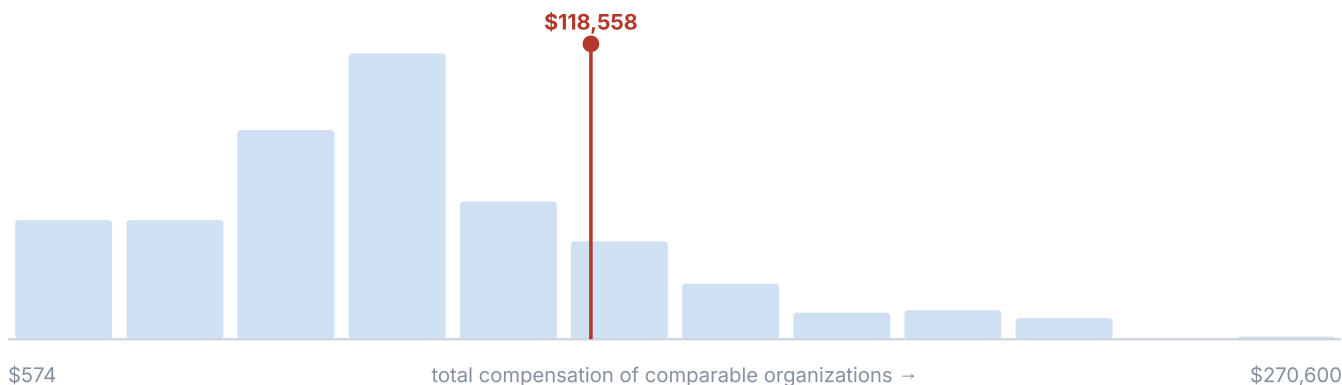
**Benchmarked executive:** Antoinette Hardy-waller — reported title “CEO & PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R22).
BUDGET	Total revenue between \$311,593 and \$697,597 — 0.67x to 1.50x the subject's \$465,065 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

**417** organizations qualified on sector, size, and geography → **417** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,650	\$50,961	\$76,374	\$107,022	\$145,073	<b>\$118,558</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 IL 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="#">We Must Vote Inc</a>	MS	\$464,500	Director	\$70,000	<b>\$79,301</b>	2024
<a href="#">Trails And Open Space Coalition</a>	CO	\$464,370	Executive Dir.	\$76,296	<b>\$74,415</b>	2024
<a href="#">Second Judicial District Casa Program Inc</a>	ID	\$466,180	Executive Director	\$118,478	<b>\$124,895</b>	2025
<a href="#">National Center For Justice And Liberty</a>	IL	\$466,432	President	\$118,059	<b>\$118,059</b>	2024
<a href="#">Hispanic Contractors Association Of The Carolinas</a>	NC	\$466,738	Executive Director	\$137,297	<b>\$148,562</b>	2023
<a href="#">Mississippi Immigrant Rights Allian</a>	MS	\$466,875	Excutive Director	\$50,000	<b>\$58,317</b>	2023
<a href="#">California Policy Center For I</a>	CA	\$467,346	Exec Director	\$129,882	<b>\$114,079</b>	2024
<a href="#">Lgbt Center Intercultural Collective Inc</a>	NY	\$467,535	Executive Director & Board Vice President	\$72,516	<b>\$66,653</b>	2024
<a href="#">Pregnancy Resource Center Inc</a>	FL	\$468,137	Executive Director	\$50,000	<b>\$47,778</b>	2024
<a href="#">American Firearms Coalition</a>	OH	\$468,236	Secretary	\$38,000	<b>\$42,148</b>	2023
<a href="#">Conservation Voters For Idaho Education</a>	ID	\$469,072	Executive Director	\$9,086	<b>\$10,122</b>	2023
<a href="#">American Values Coalition</a>	TX	\$469,525	Executive Dir.	\$100,000	<b>\$101,749</b>	2024
<a href="#">Cause Of Action Institute</a>	VA	\$470,002	Director	\$12,630	<b>\$12,404</b>	2024
<a href="#">Out Montclair Inc</a>	NJ	\$459,855	Executive Dir.	\$85,125	<b>\$77,308</b>	2024
<a href="#">Eternal Vigilance Action Inc</a>	GA	\$472,017	Ceo Director Key Employee	\$121,200	<b>\$127,619</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Capital District Gay And Lesbian</a>	NY	\$457,881	Executive Di	\$79,611	<b>\$73,174</b>	2024
<a href="#">Garland County Casa Program</a>	AR	\$457,086	Executive Director	\$60,583	<b>\$67,482</b>	2025
<a href="#">Young Peoples Alliance Education Fund</a>	NC	\$456,822	Executive Director	\$60,883	<b>\$63,989</b>	2024
<a href="#">Native Peoples Action Inc</a>	AK	\$456,507	Executive Dir.	\$24,440	<b>\$24,469</b>	2023
<a href="#">National Mobilization Against</a>	NY	\$456,309	Executive Director	\$45,336	<b>\$42,901</b>	2023
<a href="#">Center For Leadership &amp; Neighborhood Engagement Inc</a>	MN	\$455,041	Executive Director	\$56,667	<b>\$58,637</b>	2023
<a href="#">The Future Of Free Speech</a>	TN	\$454,878	President	\$36,000	<b>\$39,627</b>	2023
<a href="#">League Of Women Voters Of California Education Fund</a>	CA	\$454,774	Executive Director	\$120,468	<b>\$105,811</b>	2024
<a href="#">Immigration Accountability Project</a>	MS	\$475,384	President	\$31,936	<b>\$36,180</b>	2024
<a href="#">Virginia Learns</a>	VA	\$454,700	President An	\$205,997	<b>\$208,291</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **417** organizations. Compensation range \$574–\$270,600; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$465,065); for reference, expenses \$653,306 and assets \$578,490. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Antoinette Hardy-waller, reported title " <i>CEO &amp; PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Antoinette Hardy-waller) 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 13, 2026, comparing compensation against 417 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,558 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.