

The Consumption Literacy Project

Executive Director / CEO

EIN 474672171

CO · NTEE O51

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Austine Luce, Executive Director / CEO** (\$42,750) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

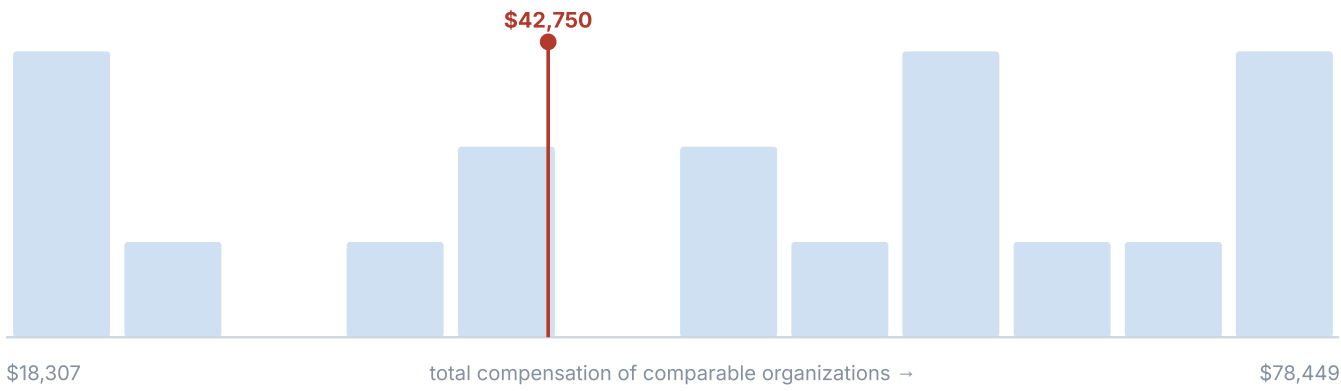
Benchmarked executive: Austine Luce — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O51).
BUDGET	Total revenue between \$197,103 and \$441,276 — 0.67x to 1.50x the subject's \$294,184 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O51), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,242	\$37,017	\$55,059	\$66,438	\$75,429	\$42,750
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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 CO 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
Jobs By George Foundation	CO	\$298,932	President	\$20,000	\$19,426	2024
Hope Offered To People Everywhere	OH	\$303,070	President	\$34,000	\$36,479	2024
We Love Philly	PA	\$303,074	Executive Director	\$72,859	\$75,773	2023
Young Adults For Positive Action Of Colorado	LA	\$307,456	Executive Director	\$54,500	\$62,586	2023
Open Doors For Youth	MN	\$279,830	Executive Director	\$76,128	\$78,449	2023
Samaritans 365 Foundation Inc	FL	\$273,549	Exec. Direct	\$71,167	\$67,722	2024
Northeastern Pennsylvania Youth Shelter	PA	\$264,551	Executive Director	\$38,307	\$39,839	2023
Sports Mentorship Academy	MN	\$339,932	Executive Di	\$55,200	\$56,883	2023
Ross Valley Lacrosse Club	CA	\$240,743	President	\$62,471	\$53,235	2025
Laru Beya Collective Incorporated	NY	\$239,790	Executive Director	\$20,000	\$18,307	2024
Youth As Resources Inc	MD	\$362,825	Executive Dir.	\$71,680	\$69,888	2023
Circle K International Inc	IN	\$373,342	Kyp Executive Director	\$36,161	\$38,629	2024
Kinston Teens Inc	NC	\$200,814	Chief Executive Officer	\$55,000	\$59,267	2023
Youth Excited About Sports	MO	\$199,154	Executive Di	\$70,167	\$75,281	2024
Punx With Purpose	OR	\$394,808	Treasurer	\$20,000	\$18,814	2024
Grow Healthy Kids Inc	FL	\$426,636	Executive Di	\$25,500	\$24,265	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southtown Youth Programs Center	IL	\$426,970	President	\$50,405	\$51,679	2023
Youth Challenge Inc	CO	\$436,137	Director	\$61,250	\$59,493	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	18 organizations. Compensation range \$18,307–\$78,449; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$294,184); for reference, expenses \$273,124 and assets \$27,655.
ROLE MATCH	Austine Luce, reported title " <i>Secretary</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	39th
Total compensation (D + F), as reported (no adjustments)	39th
Reportable pay only (column D), adjusted	39th
All sources (D + E + F), adjusted	33rd

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 (Austine Luce) 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 18 similarly situated organizations (Same NTEE sector (O51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,750 is reasonable (approximately the 39th 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.