

Mindful Living Revolution

Executive Director / CEO

EIN 474823037
 CA · NTEE W99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Deborah Eden Tull, Executive Director / CEO** (\$133,693) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Deborah Eden Tull — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W99).

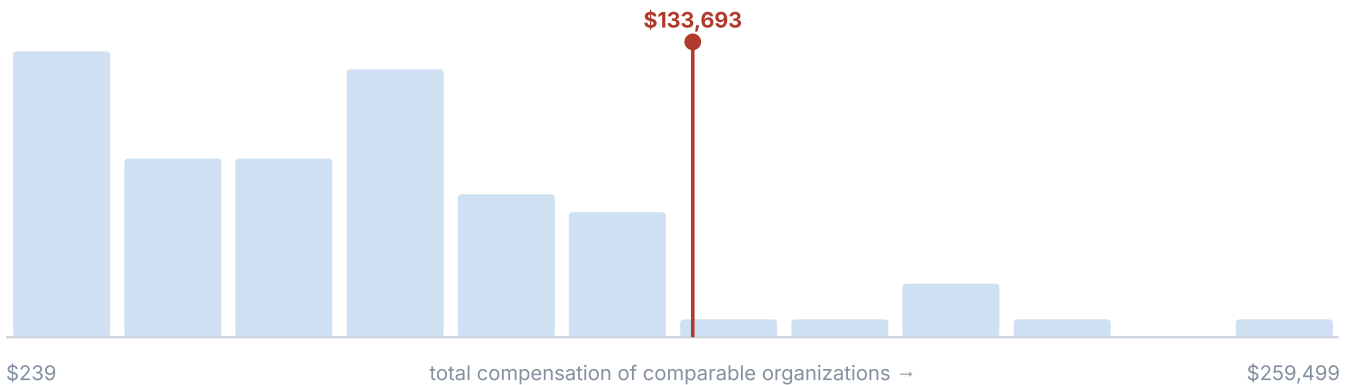
BUDGET Total revenue between \$178,788 and \$400,272 — 0.67x to 1.50x the subject's \$266,848 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography

→ **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,599	\$24,949	\$65,308	\$92,981	\$126,289	\$133,693
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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 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
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$27,731	2024
Natura International Inc	DC	\$274,650	President	\$9,824	\$9,984	2024
Humanist Mutual Aid Network	CA	\$258,873	Executive Dir.	\$4,972	\$4,972	2024
American Immigration Control Foundation	VA	\$276,933	President	\$5,250	\$5,870	2024
San Luis Obispo County Bicycle	CA	\$280,309	Executive Di	\$68,350	\$70,369	2023
Fix The Court	NY	\$282,896	Executive Director	\$175,441	\$178,861	2025
The Momentum Network	TN	\$246,930	President/ce	\$67,830	\$85,009	2023
Gullotta House Inc	NY	\$245,494	President	\$10,800	\$11,636	2023
Arizonans For Tribal Government Gaming	AZ	\$245,430	Executive Director	\$21,881	\$24,370	2024
Driving Successful Lives	MI	\$245,393	Treasurer	\$200	\$239	2024
Reflex Public Recreation Center Inc	NY	\$243,187	Secretary	\$7,000	\$7,325	2024
Cornerstone Collaboration For Societal	AZ	\$291,068	Vp/secretary	\$94,000	\$104,692	2024
Community Partners Campus Inc	WI	\$291,585	Executive Di	\$76,673	\$92,732	2024
America Scores	WA	\$241,168	Executive Director	\$80,000	\$82,947	2024
International Peace Group	OR	\$300,112	President	\$8,000	\$8,604	2024
Boca Raton Acquatics Inc	FL	\$300,613	President	\$116,991	\$131,037	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Achieving Dreams	TX	\$302,069	Executive Director	\$46,137	\$53,447	2024
Kennett Flash Inc	PA	\$231,488	Executive Di	\$57,050	\$65,885	2024
Aranya Solutions	MT	\$230,397	President	\$12,000	\$15,422	2023
Privacy Rights Clearinghouse	CA	\$304,404	Executive Director	\$114,841	\$114,841	2024
Passion And Purpose Ministries	CA	\$307,187	Director	\$63,545	\$63,545	2024
The Connection Inc	MD	\$307,349	President	\$62,500	\$67,668	2024
Listen First Project Inc	NC	\$308,628	President And Exec Directo	\$170,000	\$203,422	2024
The Pilcrow Foundation	OR	\$225,026	President	\$56,250	\$62,281	2023
Rhode Island Coalition For Children & Families Education Fund Inc	RI	\$224,854	Executive Director	\$96,121	\$106,738	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.

■ Sample, role match & sensitivity

PEER COUNT 73 organizations. Compensation range \$239–\$259,499; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$266,848); for reference, expenses \$223,606 and assets \$75,595.

ROLE MATCH Deborah Eden Tull, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	90 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 (Deborah Eden Tull) 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 73 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$133,693 is reasonable (approximately the 92nd 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.