

California Women Lead

Executive Director / CEO

EIN 510184448

CA · NTEE V32Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Myel Thelen, Executive Director / CEO** (\$62,792) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

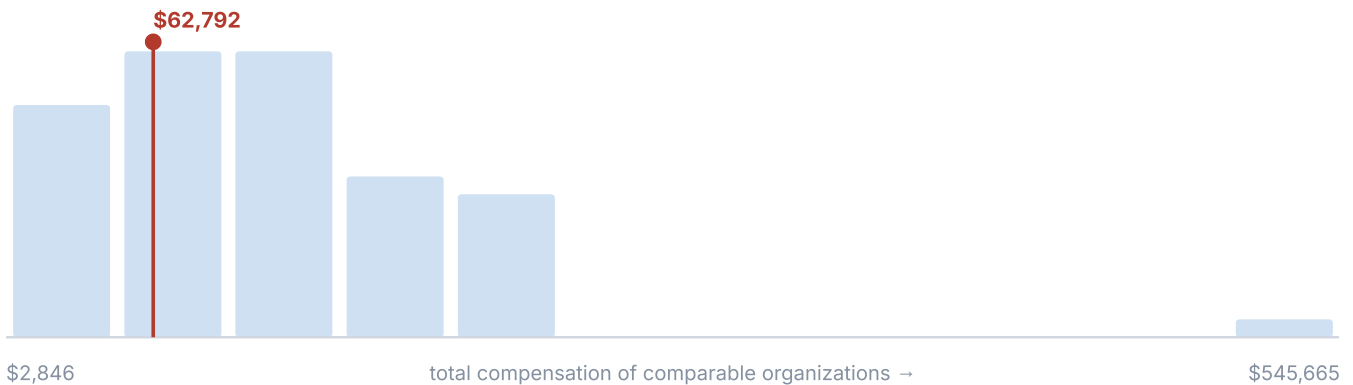
Benchmarked executive: Myel Thelen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (V32Z).
BUDGET	Total revenue between \$282,185 and \$631,758 — 0.67x to 1.50x the subject's \$421,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,873	\$51,176	\$100,089	\$146,646	\$189,664	\$62,792
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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
Un Mundo Sin Mordaza	DC	\$427,380	President	\$48,000	\$50,221	2023
The Institute For New Economic Thinking	NY	\$429,626	President	\$521,435	\$545,665	2024
Institute For Holotropics Inc	CA	\$430,350	President	\$100,894	\$100,894	2024
Louisiana Family Forum Inc	LA	\$433,568	President	\$117,494	\$154,253	2023
Crosswinds Foundation For	AL	\$403,964	President	\$48,000	\$60,053	2024
Democratic Socialists Of America Fund	NY	\$399,886	Director	\$57,048	\$59,699	2024
New Netherland Institute	NY	\$399,797	Director	\$65,000	\$68,020	2024
Methods Innovation Inc	WY	\$445,252	President	\$86,988	\$107,873	2024
Institute For Economics And Peace	NY	\$395,562	Executive Director	\$179,179	\$187,505	2024
Nebraska Council On Economic Education	NE	\$394,922	President, Ncee	\$55,499	\$67,346	2025
Center For Supportive Communities Inc	KS	\$448,990	Executive Director	\$80,000	\$100,089	2024
Leverage Research Inc	FL	\$392,590	Ceo & Chair & Treasurer	\$21,533	\$23,426	2024
Prosecutors' Center For Excellence	NY	\$452,575	Executive Di	\$100,000	\$104,647	2024
Global Game Jam Inc	CA	\$455,813	Executive Dir.	\$31,529	\$30,716	2025
Tuscarawas County Economic Development	OH	\$385,045	Acting Secretary / Execdir	\$143,794	\$181,584	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Human Engineering Laboratory Inc	MA	\$459,399	Director Of Finance	\$120,189	\$125,077	2024
Institute For Ecumenical & Cultural	MN	\$463,152	Acting Executive Director	\$67,490	\$77,229	2024
Project Real	NV	\$377,889	Executive Director	\$47,775	\$55,458	2024
Living City Project Inc	NY	\$372,760	President	\$94,072	\$98,443	2024
Social Program Evaluators	MI	\$472,286	Chief Exec O	\$89,416	\$106,882	2024
Delaware Council On Economic Education	DE	\$368,572	President And Secretary	\$32,500	\$35,903	2025
Maya Exploration Center	TX	\$367,484	Chairman	\$45,000	\$52,130	2024
Project Invest	VA	\$360,770	Executive Director	\$145,973	\$163,223	2024
Jewish Orthodox Feminist Alliance Inc	NY	\$482,537	Executive Director	\$152,400	\$159,482	2024
National Center For Health Research Inc	DC	\$489,483	President	\$139,107	\$145,543	2023

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	63 organizations. Compensation range \$2,846–\$545,665; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$421,172); for reference, expenses \$580,415 and assets \$33,929.
ROLE MATCH	Myel Thelen, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	30 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 (Myel Thelen) 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 63 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,792 is reasonable (approximately the 33rd 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.