

Justice 360

Executive Director / CEO

EIN 570873224
 SC · NTEE R69Z
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lindsey Vann, Executive Director / CEO** (\$81,131) against **every comparable organization** that fit the selection criteria — **399** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

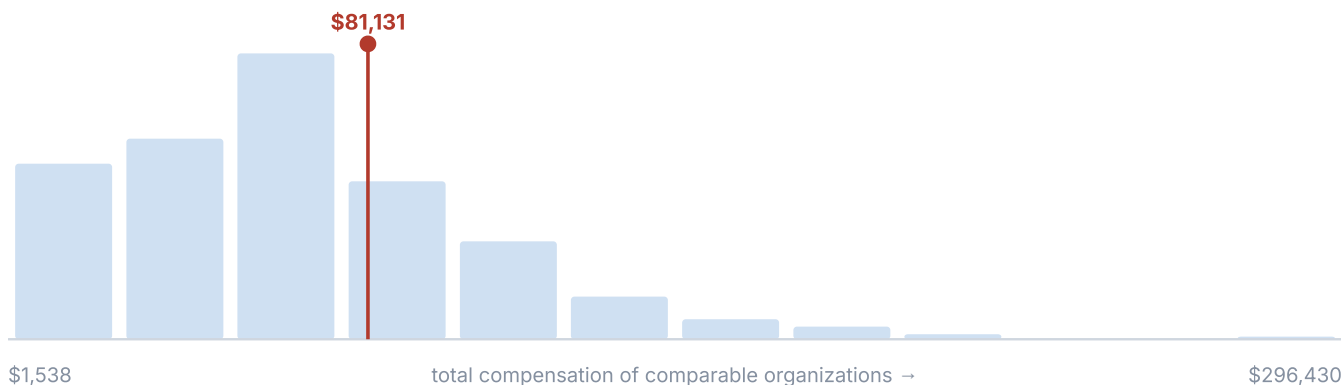
Benchmarked executive: Lindsey Vann — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R69Z).
BUDGET	Total revenue between \$237,651 and \$532,054 — 0.67x to 1.50x the subject's \$354,703 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

399 organizations qualified on sector, size, and geography → **399** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,787	\$36,158	\$63,815	\$86,828	\$116,009	\$81,131
----------	----------	----------	----------	-----------	-----------------



● 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 SC 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
Colorado Times Recorder	CO	\$354,923	President	\$112,500	\$103,402	2023
Humanity In Action Inc	NY	\$354,939	Interim Ceo	\$144,231	\$121,344	2024
Brandworkers International Inc	NY	\$355,015	Executive Director	\$74,972	\$64,939	2023
Onward Together Foundation	NY	\$354,147	Dir/finance Dir Resigned Nov23	\$128,709	\$108,285	2024
Greek-american Educational Public	NY	\$355,472	Officer	\$55,000	\$46,273	2024
Women's Resource Center Of Steele	MN	\$355,919	Ex. Director	\$70,547	\$64,902	2024
Christian Family Life Services Inc	ND	\$355,938	Director	\$60,449	\$63,587	2023
New-mac Casa	MO	\$353,271	Executive Dir.	\$49,000	\$49,747	2023
Right To Life Services Inc	RI	\$352,570	Executive Director	\$26,518	\$24,374	2023
Sav-a-life Tennessee Valley Inc	AL	\$357,005	Executive Di	\$49,727	\$50,017	2024
New York Center For Law & Justice Inc	NY	\$357,362	Executive Director	\$113,124	\$97,985	2023
Olneyville Neighborhood Association	RI	\$357,460	Program Coor	\$51,225	\$45,731	2024
Coalition Porfor Texas	TX	\$351,902	Executive Director	\$100,000	\$93,134	2024
Foundation To Abolish Abortion	TX	\$358,394	President	\$26,466	\$25,377	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maine Donor Alliance	ME	\$350,928	Former Executive Director	\$66,396	\$61,901	2024
Nassau County Economic Development	FL	\$350,722	Executive Di	\$78,750	\$68,879	2024
Colorado Civic Engagement	CO	\$350,411	Executive Di	\$178,783	\$164,325	2023
Brain Injury Rights Group Ltd	NY	\$359,811	Employee	\$198,719	\$172,125	2023
The Network For Social Justice Inc	MA	\$360,734	Executive Director	\$86,248	\$74,291	2023
The Women And Girls Foundation	PA	\$362,075	Executive Dir.	\$130,325	\$121,003	2024
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$24,831	2023
Girl Plus Environment Corporation	GA	\$362,679	Executive Director	\$83,076	\$75,768	2025
Diaspora Alliance Inc	NY	\$363,412	President	\$15,000	\$12,620	2024
Michigan Impact Inc	MI	\$345,937	Board Chair, President	\$19,875	\$19,100	2024
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$63,058	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **399** organizations. Compensation range \$1,538–\$296,430; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$354,703); for reference, expenses \$315,372 and assets \$237,604.
ROLE MATCH	Lindsey Vann, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	71 st
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	63 rd

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 (Lindsey Vann) 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 399 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,131 is reasonable (approximately the 71st 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.