

Leadership Birmingham Inc

Executive Director / CEO

EIN 630833118
 AL · NTEE W70Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Libba Vaughan, Executive Director / CEO** (\$112,500) against **every comparable organization** that fit the selection criteria — **48** 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

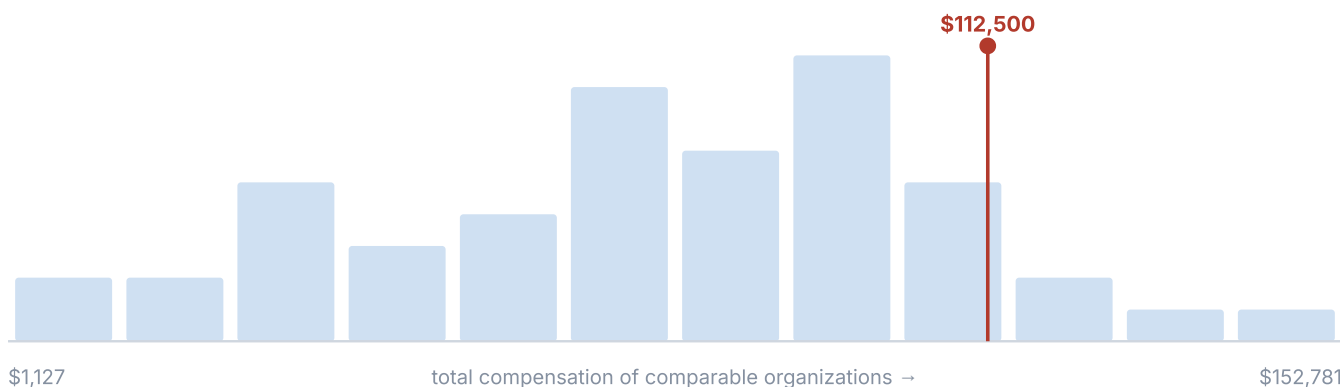
Benchmarked executive: Libba Vaughan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W70Z).
BUDGET	Total revenue between \$242,412 and \$542,715 — 0.67x to 1.50x the subject's \$361,810 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,530	\$54,640	\$76,549	\$95,821	\$108,019	\$112,500
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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 AL 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
Leadership Harrisburg Area	PA	\$365,948	President &	\$114,245	\$105,457	2023
Public Health Fund Inc	MO	\$340,221	Administrator	\$15,817	\$15,062	2024
Adventure U	CO	\$389,731	President	\$124,963	\$107,732	2024
Center For Compassionate Leadership Inc	NY	\$333,753	Chair	\$41,000	\$33,310	2024
South Dakota Agriculture And Rural	SD	\$390,118	Ceo Thru Nov	\$116,600	\$119,115	2023
Leadership New Hampshire	NH	\$325,615	Executive Director	\$91,640	\$76,078	2024
Urbanpromise Los Angeles Inc	CA	\$399,429	Executive Director	\$90,766	\$70,467	2024
Disability Empowher Network Inc	NY	\$402,588	Executive Director	\$40,092	\$33,534	2023
Skills Usa Council	PA	\$320,725	Executive Director	\$87,883	\$78,796	2024
Maven Leadership Collective	FL	\$403,975	Founder & Creative Dir	\$104,483	\$90,855	2023
Economic Justice Alliance Of Michigan	MI	\$316,749	Executive Director	\$98,367	\$91,285	2024
Wyoming Congressional Award	WY	\$311,093	Executive Director	\$102,771	\$98,944	2024
Leadership Seminole Inc	FL	\$310,996	President	\$108,659	\$89,410	2025
Farm Labor Research Project	OH	\$413,566	Secretary	\$30,900	\$29,425	2024
Leadership Lake County Inc	OH	\$308,970	President/ceo	\$83,000	\$77,001	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadership Geauga County	OH	\$308,035	Executive Director	\$79,845	\$76,033	2024
Leadership Lincoln Inc	NE	\$307,779	Executive Director	\$87,388	\$87,001	2023
Lead Dsm	IA	\$301,859	Executive Director	\$96,689	\$97,996	2023
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$83,588	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$72,497	2024
Severn Leadership Group Inc	MD	\$294,110	President	\$116,192	\$97,666	2024
Center For Democracy And Development In The Americas Inc	DC	\$289,679	President (Ceo)	\$54,167	\$43,998	2023
Barbara Jean Brown Foundation	WA	\$286,334	Secretary	\$1,400	\$1,127	2024
The Michiana Leadership Center Inc	IN	\$281,067	Executive Director	\$75,542	\$73,739	2023
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$78,900	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **48** organizations. Compensation range \$1,127–\$152,781; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$361,810); for reference, expenses \$386,859 and assets \$439,032.
ROLE MATCH	Libba Vaughan, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	92 nd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	88 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 (Libba Vaughan) 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 48 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,500 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.