

# Coast Guard Employees Credit Union

Executive Director / CEO

EIN 720445861  
 LA · NTEE W61  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Valjon Lyons, Executive Director / CEO** (\$68,000) against **every comparable organization** that fit the selection criteria — **323** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W61).
BUDGET	Total revenue between \$154,570 and \$346,053 — 0.67x to 1.50x the subject's \$230,702 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

**323** organizations qualified on sector, size, and geography → **323** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,488	\$17,174	\$38,505	\$72,074	\$99,605	\$68,000
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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 LA 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
<a href="#">Aranya Solutions</a>	MT	\$230,397	President	\$12,000	<b>\$12,094</b>	2023
<a href="#">West Virginia Nonprofit Association Inc</a>	WV	\$229,999	Executive Director	\$63,197	<b>\$62,141</b>	2024
<a href="#">Rhode Island Center For Freedom And Prosperity Inc</a>	RI	\$229,988	Executive Director	\$86,500	<b>\$77,550</b>	2023
<a href="#">Prairie Village Water Trust</a>	WI	\$231,474	Trustee	\$3,200	<b>\$3,035</b>	2024
<a href="#">Leading For Change Inc</a>	AZ	\$231,487	President & Ceo	\$109,740	<b>\$95,846</b>	2024
<a href="#">Kennett Flash Inc</a>	PA	\$231,488	Executive Di	\$57,050	<b>\$51,667</b>	2024
<a href="#">Storm The Heavens</a>	PA	\$229,827	President	\$15,000	<b>\$13,986</b>	2023
<a href="#">Renew America Together Inc</a>	AR	\$231,584	Executive Director	\$155,441	<b>\$158,676</b>	2024
<a href="#">South Dade Womens Veterans Alliance Inc</a>	FL	\$229,790	Ceo/executive Director	\$65,936	<b>\$56,253</b>	2024
<a href="#">Northwest Turfgrass Association</a>	WA	\$232,382	Executive Director	\$32,515	<b>\$27,218</b>	2023
<a href="#">Science Literacy Project</a>	OH	\$232,504	Executive Director	\$184,356	<b>\$177,327</b>	2024
<a href="#">Brooklyn Alliance Capital Inc</a>	NY	\$232,572	President & Ceo	\$31,617	<b>\$25,946</b>	2024
<a href="#">Cbia Economic Growth And Opportunity Foundation Inc</a>	CT	\$228,738	Director And President	\$45,017	<b>\$38,332</b>	2024
<a href="#">Benefit Big Sky</a>	MT	\$233,491	Executive Dir.	\$9,368	<b>\$9,171</b>	2024
<a href="#">America First Policy</a>	TX	\$227,857	Executive Director	\$147,500	<b>\$133,994</b>	2024
<a href="#">Lutheran Military Veterans</a>	IN	\$227,755	Executive Di	\$62,385	<b>\$59,746</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lideramos</a>	CO	\$227,132	Executive Dir.	\$102,451	<b>\$89,215</b>	2024
<a href="#">Lake County Honor Flight</a>	IL	\$234,502	Executive Director	\$28,680	<b>\$26,362</b>	2023
<a href="#">Rise Up Woman International</a>	IN	\$226,790	President	\$10,500	<b>\$10,353</b>	2023
<a href="#">American Legion Post 13</a>	AK	\$226,785	Manager	\$33,600	<b>\$30,034</b>	2023
<a href="#">Pennsylvania Association Of Public Employee Retirement Systems (Papers)</a>	PA	\$234,669	Executive Director	\$70,000	<b>\$65,268</b>	2023
<a href="#">Hope Anchor &amp; Crew Inc</a>	IN	\$226,571	President	\$38,077	<b>\$37,544</b>	2023
<a href="#">Ride Provide Inc</a>	CO	\$235,133	President	\$32,760	<b>\$28,528</b>	2024
<a href="#">Trenton Water Users Cooperative</a>	ND	\$235,707	President	\$2,390	<b>\$2,382</b>	2024
<a href="#">Greater Missouri Leadership</a>	MO	\$235,713	Executive Di	\$95,000	<b>\$94,077</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	323 organizations. Compensation range \$187–\$547,208; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$230,702); for reference, expenses \$263,392 and assets \$4,458,657.
ROLE MATCH	Valjon Lyons, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</sup>

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 (Valjon Lyons) 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 323 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,000 is reasonable (approximately the 73<sup>rd</sup> 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.