

# Search Inside Yourself Leadership Institute

Executive Director / CEO

EIN 800794674  
 CA · NTEE W70  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lindsey Kugel, Executive Director / CEO** (\$117,700) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

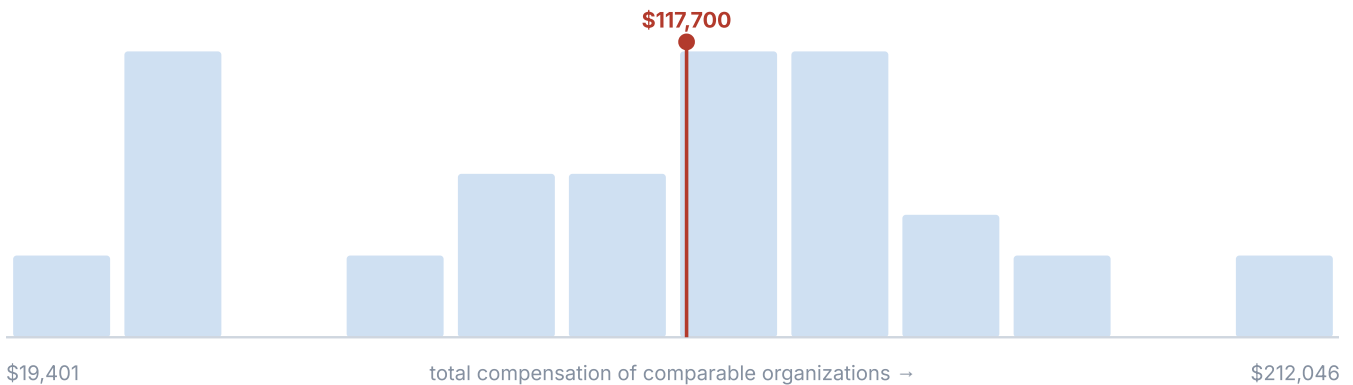
**Benchmarked executive:** Lindsey Kugel — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W70).
BUDGET	Total revenue between \$321,521 and \$719,824 — 0.67x to 1.50x the subject's \$479,883 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$42,608	\$74,410	\$116,948	\$140,011	\$154,945	<b>\$117,700</b>
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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
<a href="#">Leadership Spokane</a>	WA	\$482,605	Executive Director	\$91,429	<b>\$94,797</b>	2024
<a href="#">Leadership Newark Inc</a>	NJ	\$485,006	Chief Executive Officer	\$190,325	<b>\$196,792</b>	2024
<a href="#">Connected To Lead</a>	CA	\$488,923	Executive Director	\$77,143	<b>\$75,155</b>	2025
<a href="#">New Bridges For Haitian Success Inc</a>	RI	\$470,033	Executive Director	\$128,920	<b>\$153,430</b>	2022
<a href="#">Empowerthem Collective</a>	CA	\$500,000	Executive Director	\$140,000	<b>\$140,000</b>	2024
<a href="#">Leadership Southern Indiana Inc</a>	IN	\$458,466	President/ceo	\$100,414	<b>\$122,631</b>	2024
<a href="#">Leadership Dekalb Inc</a>	GA	\$506,452	Executive Di	\$43,550	<b>\$50,711</b>	2024
<a href="#">Leadership Palm Beach County Inc</a>	FL	\$508,247	Executive Director	\$44,737	<b>\$48,670</b>	2024
<a href="#">The National Leadership Foundation</a>	TX	\$510,302	Key Employee	\$60,515	<b>\$72,173</b>	2023
<a href="#">Partnership For A Sustainable Community</a>	NC	\$515,106	President & Secretary	\$26,070	<b>\$31,195</b>	2024
<a href="#">Leadership Howard County Inc</a>	MD	\$528,475	President & Ceo	\$124,570	<b>\$134,871</b>	2024
<a href="#">Five Frogs Inc</a>	CT	\$423,214	Executive Director	\$86,000	<b>\$93,381</b>	2024
<a href="#">Leadership Montgomery Inc</a>	AL	\$422,862	Executive Director	\$86,057	<b>\$107,667</b>	2024
<a href="#">Leadership Fort Worth</a>	TX	\$537,644	Executive Dir.	\$102,000	<b>\$118,160</b>	2024
<a href="#">Leadership Springfield Inc</a>	MO	\$537,699	Executive Di	\$95,577	<b>\$117,233</b>	2024
<a href="#">Servant Leaders International Inc</a>	IN	\$538,996	President	\$32,700	<b>\$39,935</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Leadership Winston-salem</a>	NC	\$546,196	Executive Di	\$93,578	<b>\$111,975</b>	2024
<a href="#">Farm Labor Research Project</a>	OH	\$413,566	Secretary	\$30,900	<b>\$37,901</b>	2024
<a href="#">Maven Leadership Collective</a>	FL	\$403,975	Founder & Creative Dir	\$104,483	<b>\$117,027</b>	2023
<a href="#">Disability Empowher Network Inc</a>	NY	\$402,588	Executive Director	\$40,092	<b>\$43,194</b>	2023
<a href="#">Urbanpromise Los Angeles Inc</a>	CA	\$399,429	Executive Director	\$90,766	<b>\$90,766</b>	2024
<a href="#">Leadership Indianapolis Inc</a>	IN	\$562,608	President & Ceo	\$145,237	<b>\$177,372</b>	2024
<a href="#">Arttable Inc</a>	NY	\$566,054	Executive Director	\$161,098	<b>\$168,584</b>	2024
<a href="#">South Dakota Agriculture And Rural</a>	SD	\$390,118	Ceo Thru Nov	\$116,600	<b>\$153,427</b>	2023
<a href="#">Adventure U</a>	CO	\$389,731	President	\$124,963	<b>\$138,766</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>40</b> organizations. Compensation range \$19,401–\$212,046; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$479,883); for reference, expenses \$551,718 and assets \$645,012.
ROLE MATCH	Lindsey Kugel, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Lindsey Kugel) 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 40 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,700 is reasonable (approximately the 55<sup>th</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.