

Collateral Consequences Resource Center

Executive Director / CEO

EIN 811645613

DC · NTEE R05

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Love, Executive Director / CEO** (\$156,500) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

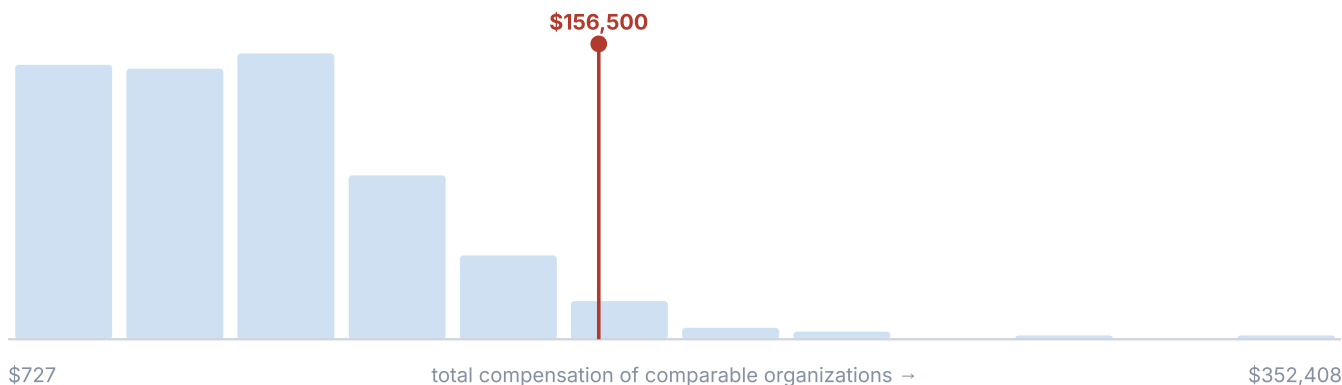
Benchmarked executive: Margaret Love — reported title “executive director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R05).
BUDGET	Total revenue between \$145,473 and \$325,687 — 0.67x to 1.50x the subject's \$217,125 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

300 organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,667	\$31,181	\$62,317	\$95,513	\$127,258	\$156,500
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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 DC 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
North Dakota Family Alliance	ND	\$217,303	Executive Di	\$92,497	\$112,354	2024
Iowa Center For Children's Justice	IA	\$217,376	Executive Director	\$76,325	\$95,234	2023
New Tolerance Campaign	AZ	\$217,821	President	\$67,500	\$71,853	2024
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,250	2024
San Bois Casa Inc	OK	\$218,393	Executive Director	\$41,369	\$50,421	2024
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$41,190	2023
Mississippi Rising Coalition	MS	\$215,781	President	\$44,450	\$54,797	2024
Eddy County Casa Auxiliary	NM	\$218,495	Executive Di	\$56,333	\$67,065	2024
Montana Racial Equity Project	MT	\$218,498	Exec Director	\$60,701	\$74,564	2023
Iowa Statewide Independent Living	IA	\$215,278	Former Executive Director	\$23,696	\$28,718	2024
Immigration Coalition Corporation	FL	\$219,900	President	\$53,000	\$55,110	2024
Stono Institute For Freedom Justice	FL	\$214,334	President	\$46,250	\$48,091	2024
My Sisters Lighthouse A Nj Nonprofit	NJ	\$219,977	Executive Director	\$43,818	\$43,304	2024
Secular Coalition For America Inc	DC	\$214,141	Exec Director	\$60,656	\$58,916	2024
Birthright Of St Joseph Inc	MI	\$220,359	President	\$78,000	\$89,113	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New York Birth Control Action Fund	NY	\$213,837	Executive Dir.	\$96,665	\$103,621	2022
Casa Of Midwest Kentucky Inc	KY	\$220,428	Executive Di	\$59,788	\$69,267	2025
One Nation Under God	OH	\$213,748	Assistant Treas	\$16,875	\$20,368	2023
Floridians For Alternatives To The Death	FL	\$213,697	Executive Director	\$65,000	\$67,588	2024
Cofa Alliance National Network	OR	\$213,286	Board Member	\$15,544	\$16,450	2023
Healing Racism Institute Inc	MA	\$213,172	Executive Director	\$120,000	\$122,884	2023
Casa Of North Arkansas	AR	\$221,089	Executive Director	\$25,831	\$31,310	2025
Stand Up Indiana Inc	IN	\$213,136	Eecutive Dir	\$11,538	\$13,866	2023
Oregon Alliance To Prevent Gun Violence For Safety	OR	\$221,309	Executive Director	\$76,101	\$80,535	2023
People Acting For Community Together	FL	\$212,694	Executive Director	\$65,000	\$69,585	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **300** organizations. Compensation range \$727–\$352,408; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$217,125); for reference, expenses \$171,114 and assets \$214,325.

ROLE MATCH	Margaret Love, reported title " <i>executive director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	96 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	90 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 (Margaret Love) 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 300 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$156,500 is reasonable (approximately the 96th 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.