

Americanwitness Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Amos P Gelb, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **559** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Amos P Gelb — reported title “Chairman of the BoardPublish”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

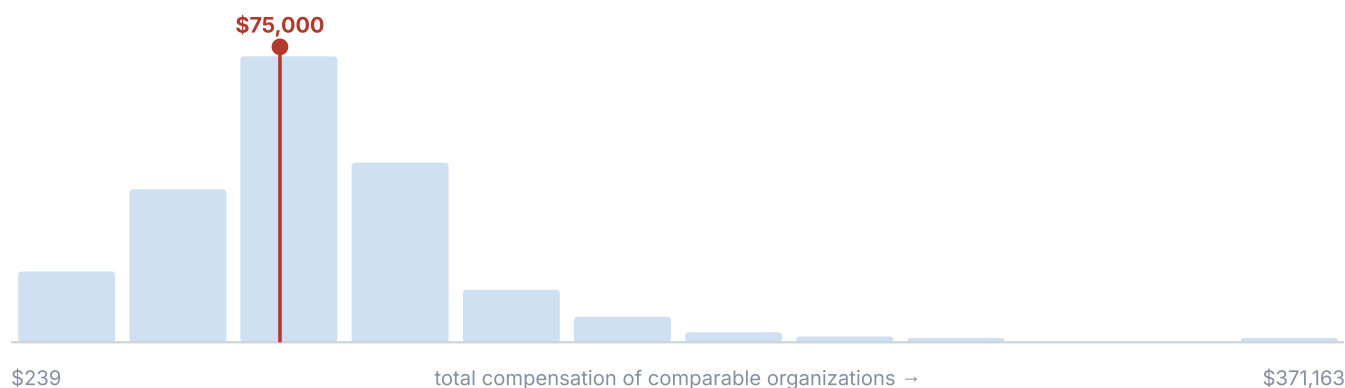
SECTOR Organizations sharing the subject's NTEE classification (I05).

BUDGET Total revenue between \$299,571 and \$670,681 — 0.67x to 1.50x the subject's \$447,121 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

559 organizations qualified on sector, size, and geography → **559** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,638

\$58,305

\$82,016

\$106,413

\$132,881

\$75,000



● 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
The 100 Club Of Central Texas	TX	\$447,493	Executive Dir.	\$86,184	\$95,424	2024
Casa Of Grant County Inc	IN	\$448,126	Executive Director	\$67,097	\$80,633	2023
Hartford Community Resorative Justice Center Inc	VT	\$448,296	Executive Director	\$62,170	\$71,309	2023
Mustard Seed Project	NC	\$448,990	President	\$32,000	\$36,598	2024
Community Recovery Alliance Inc	MI	\$445,168	Executive Di	\$69,995	\$79,968	2024
Young New Yorkers Inc	NY	\$449,219	Executive Dir.	\$191,537	\$191,575	2024
Court Appointed Special Advocates	CA	\$449,269	Executive Director	\$76,387	\$75,166	2023
Free The Ballot Incarcerated Voter Family Network	PA	\$449,333	Executive Director	\$61,011	\$67,345	2024
Mill Creek Senior Housing Corp	MI	\$444,518	Administrator	\$55,148	\$63,005	2024
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$111,192	2023
Three Sisters Gardens	NV	\$442,200	Ceo	\$104,000	\$115,387	2024
The Lifeguard Group Inc	MT	\$452,558	President	\$7,148	\$8,529	2024
Innocent	MI	\$452,829	President	\$88,000	\$100,537	2024
Dispute Resolution Center Of	MI	\$453,541	Executive Director	\$81,931	\$96,369	2023
Childrens Advocacy Center Of	IL	\$439,994	Executive Direc	\$77,214	\$81,858	2025
Conflict Resolution Center Of Montgomery	MD	\$439,875	Executive Dir.	\$95,542	\$101,789	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Red Lodge Transition Services	OR	\$454,677	Executive Dir.	\$60,345	\$62,029	2024
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$102,075	2024
Sexual Assault Support Center Inc	GA	\$439,024	Executive Di	\$54,500	\$60,655	2024
Pennsylvanians For Modern Courts	PA	\$455,446	President & Ceo	\$150,087	\$165,667	2024
Tree Top Child Advocacy Center	CO	\$438,615	Executive Director	\$82,531	\$87,594	2024
Casa Of The Heartland	KY	\$438,582	Executive Director	\$55,740	\$68,243	2023
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$86,731	2023
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$85,029	2025
National Academy Of Elder Law Attorneys	VA	\$456,260	Interim Ceo	\$40,541	\$43,328	2024

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 559 organizations. Compensation range \$239–\$371,163; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$447,121); for reference, expenses \$673,283 and assets \$85,465. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Amos P Gelb, reported title " <i>Chairman of the BoardPublish</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	43 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	38 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 (Amos P Gelb) 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 13, 2026, comparing compensation against 559 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 43rd 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 13, 2026.