

Who Speaks For Me Project

Executive Director / CEO

EIN 815025896

DC · NTEE I01

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Taylor Nuevelle, Executive Director / CEO** (\$102,692) against **every comparable organization** that fit the selection criteria — **518** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

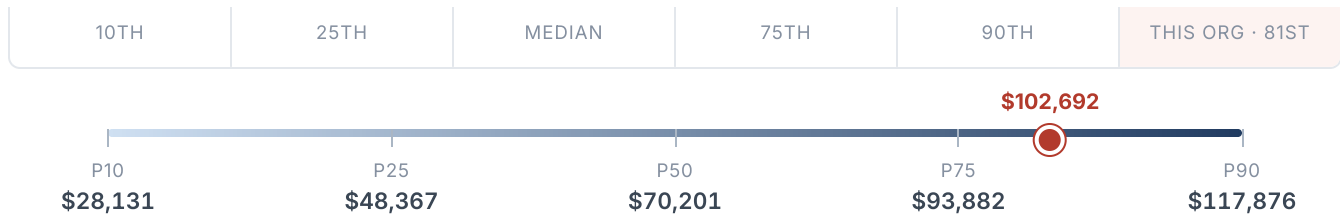
SECTOR	Organizations sharing the subject's NTEE classification (I01).
BUDGET	Total revenue between \$197,979 and \$443,238 — 0.67x to 1.50x the subject's \$295,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

518 organizations qualified on sector, size, and geography → **518** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,131	\$48,367	\$70,201	\$93,882	\$117,876	\$102,692
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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
Project Pooch	OR	\$295,316	Executive Director	\$88,693	\$93,860	2024
Freedom Grow	WA	\$294,749	Executive Director	\$1,000	\$1,094	2022
Benton Franklin Legal Aid Society	WA	\$294,679	Executive Dir.	\$63,815	\$65,108	2024
Community Mediation Dc	DC	\$296,363	Former Executive Director	\$59,701	\$59,701	2024
Justice For Our Neighbors Of The	PA	\$294,362	Executive Dir.	\$32,917	\$38,512	2023
Stories Foundation	MN	\$293,668	Executive Director	\$52,000	\$60,282	2023
Over The Rainbow	PA	\$297,345	Executive Director	\$75,304	\$85,576	2024
The Assoc For The Public Defender Of Maryland Ltd	MD	\$297,656	Co-executive Director	\$59,860	\$63,774	2024
Legal Assistance Of Dakota County	MN	\$293,191	Executive Di	\$88,625	\$102,741	2023
Angel's Charge Ministry	SC	\$292,855	Executive Di	\$45,000	\$53,498	2024
Human Kindness Foundation	NC	\$292,470	Executive Dir.	\$74,988	\$88,296	2024
Unlock Tomorrow	CA	\$292,428	President	\$48,560	\$47,784	2024
Wyoming Childrens Law Center	WY	\$298,593	Executive Director And Ex Officio Board Member	\$113,980	\$143,194	2023
Professional Law Enforcement Assoc Inc	FL	\$292,328	President	\$96,570	\$103,381	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unheard Voices Outreach	TN	\$299,306	Executive Director	\$51,426	\$63,420	2023
The Blue Ribbon Project	MD	\$291,188	Presidednt&director	\$25,622	\$28,104	2023
Interaction Transition	WA	\$291,073	Executive Director	\$91,401	\$90,849	2025
East-central Court Appointed Specia	SD	\$299,959	Executive Di	\$60,022	\$77,717	2023
Skillful Living Center Inc	TX	\$300,351	Chief Executive Office	\$85,000	\$96,893	2024
Edu4life	AZ	\$300,636	Chief Executive Officer	\$65,943	\$72,270	2024
Bay Area Chaplains	CA	\$290,309	Chaplain	\$144,072	\$141,769	2024
Casa Of West Central Illinois	IL	\$290,129	Executive Director	\$61,849	\$67,505	2025
Tyler's Justice Center For Children	IL	\$301,104	Executive Director	\$48,351	\$54,169	2024
Arizona Crime Victim Rights Law Group	AZ	\$301,434	Executive Dir.	\$78,125	\$85,621	2024
A Safe Space Of St Charles	LA	\$289,384	Executive Director	\$26,004	\$32,630	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 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 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 **518** organizations. Compensation range \$492–\$463,608; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$295,492); for reference, expenses \$298,071 and assets \$2,624.
ROLE MATCH	Taylor Nuevelle, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	81 st
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	77 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 (Taylor Nuevelle) 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 518 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,692 is reasonable (approximately the 81st 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.