

# American Society Of Evidence

Executive Director / CEO

EIN 822775225  
 CA · NTEE B03  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Renee Mitchell, Executive Director / CEO** (\$39,682) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

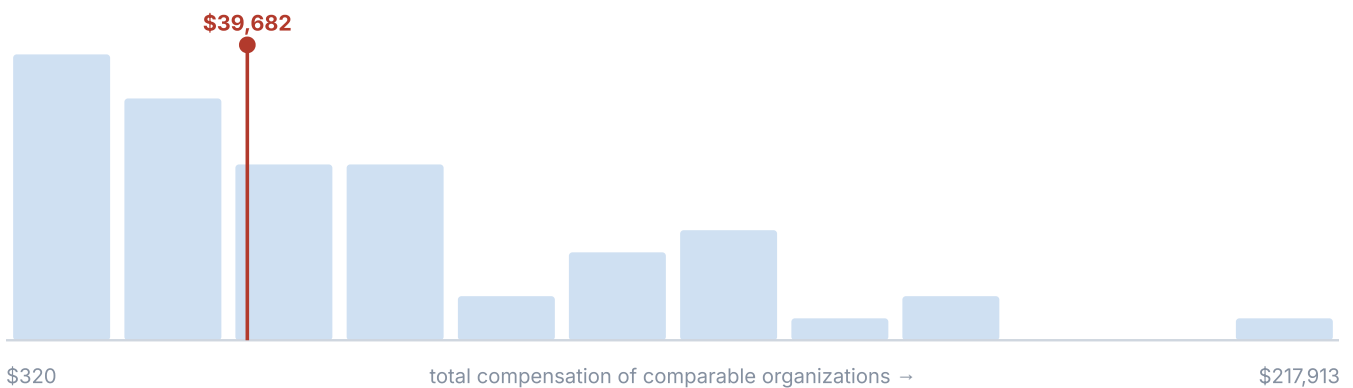
**Benchmarked executive:** Renee Mitchell — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B03).
- BUDGET** Total revenue between \$141,198 and \$316,116 — 0.67x to 1.50x the subject's \$210,744 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

**55** organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,043	\$19,047	\$45,000	\$82,055	\$122,512	\$39,682
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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="#">Orange County Ny Arts Council Inc</a>	NY	\$211,122	Executive Di	\$103,907	<b>\$108,735</b>	2024
<a href="#">Cpcoalition</a>	CO	\$209,017	Executive Director	\$60,000	<b>\$66,627</b>	2024
<a href="#">Virginia Council Of Adm Special</a>	VA	\$213,689	Executive Di	\$30,863	<b>\$34,510</b>	2024
<a href="#">Women In 3d Printing</a>	CO	\$207,677	Chairwoman	\$17,000	<b>\$19,435</b>	2023
<a href="#">Society For The Neurobiology Of Language</a>	CA	\$217,553	Executive Director	\$675	<b>\$675</b>	2024
<a href="#">San Francisco Rock Project</a>	CA	\$217,592	President	\$45,000	<b>\$45,000</b>	2024
<a href="#">Rabiej Litigation Law Center</a>	SC	\$226,766	President &	\$100,000	<b>\$120,815</b>	2024
<a href="#">Johnnetta Betsch Cole Legacy Institute Inc</a>	DE	\$227,748	Executive Director	\$31,886	<b>\$36,157</b>	2024
<a href="#">South Carolina Alliance Of Black School Educators</a>	SC	\$228,061	Executive Director	\$15,000	<b>\$18,658</b>	2023
<a href="#">Aatseel Of The Us Inc</a>	CO	\$228,447	Executive Di	\$24,000	<b>\$26,651</b>	2024
<a href="#">Ucgpc</a>	CA	\$228,995	President	\$7,881	<b>\$7,881</b>	2024
<a href="#">Pacific Tax Policy Institute</a>	CA	\$230,100	Executive Di	\$35,000	<b>\$35,000</b>	2024
<a href="#">Society For Collegiate Travel &amp;</a>	WA	\$191,182	Executive Di	\$12,000	<b>\$12,809</b>	2023
<a href="#">Research Triangle Chapter Of The</a>	NC	\$230,904	Executive Director	\$39,050	<b>\$46,727</b>	2024
<a href="#">Society For The Advancement Of Biology Education Research</a>	WA	\$189,221	Managing Director	\$39,747	<b>\$41,211</b>	2024
<a href="#">New Orleans Regional Leadership</a>	LA	\$232,933	Executive Director	\$91,800	<b>\$120,522</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pennsylvania Association For Supervision &amp; Curriculum Development</a>	PA	\$233,394	Executive Director	\$62,946	<b>\$74,841</b>	2023
<a href="#">Nevada Association Of School Superintendents</a>	NV	\$233,539	Executive Director	\$54,726	<b>\$63,527</b>	2024
<a href="#">Southern Ohio-kentucky Regional</a>	OH	\$186,931	Labor Trustee	\$44,247	<b>\$52,873</b>	2025
<a href="#">Kansas Head Start Association</a>	KS	\$184,980	Executive Di	\$75,750	<b>\$94,772</b>	2024
<a href="#">Entrepreneurs Organization Of Iowa</a>	IA	\$239,142	Chapter Admi	\$56,060	<b>\$69,253</b>	2025
<a href="#">Ohio School Health Services</a>	OH	\$241,396	Treasurer	\$17,500	<b>\$22,099</b>	2023
<a href="#">Nebraska Legal Diversity Council</a>	NE	\$241,500	Executive Director	\$125,000	<b>\$155,697</b>	2024
<a href="#">Santa Clara County Construction Careers Association</a>	CA	\$177,107	Childress	\$66,000	<b>\$64,299</b>	2025
<a href="#">Gamma Iota Sigma Foundation</a>	OH	\$246,200	Executive Director	\$5,056	<b>\$6,202</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** 55 organizations. Compensation range \$320–\$217,913; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$210,744); for reference, expenses \$181,996 and assets \$373,476.

**ROLE MATCH** Renee Mitchell, reported title "*DIRECTOR*", 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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Renee Mitchell) 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 55 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,682 is reasonable (approximately the 45<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 13, 2026.