

# Center Action Fund

Executive Director / CEO

EIN 825150240  
 DC · NTEE W01  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Brett Hartl, Executive Director / CEO** (\$20,503) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

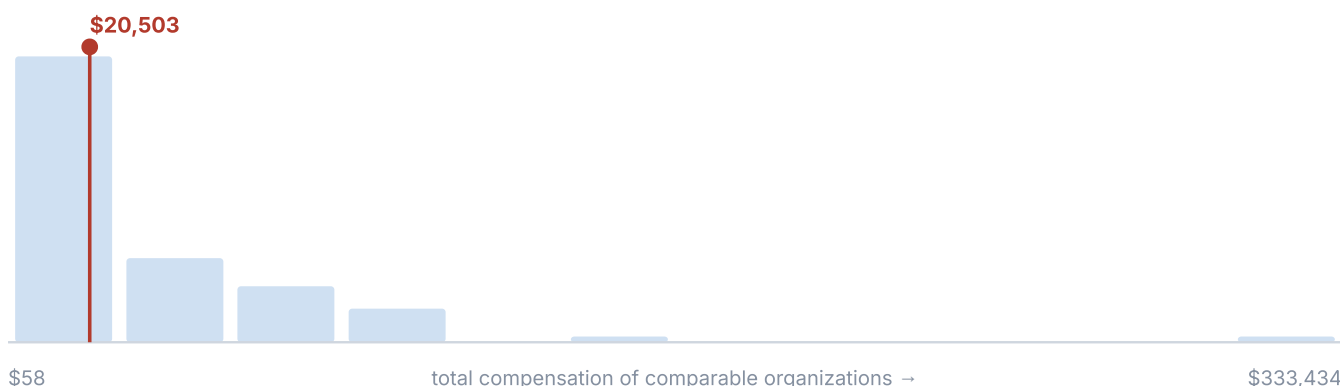
**Benchmarked executive:** Brett Hartl — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (W01).
- BUDGET** Total revenue between \$65,463 and \$146,560 — 0.67x to 1.50x the subject's \$97,707 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,678	\$5,556	\$19,421	\$46,797	\$82,494	\$20,503
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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
<a href="#">Kiester Legion Post 454</a>	MN	\$97,728	Commander	\$4,716	<b>\$5,310</b>	2024
<a href="#">American Legion Post 333</a>	IN	\$97,240	Service Officer	\$4,360	<b>\$5,240</b>	2024
<a href="#">Onecommunity</a>	OH	\$98,183	Ceo	\$13,574	<b>\$16,383</b>	2024
<a href="#">Bin Sba Loan</a>	WA	\$98,556	President/ceo	\$17,743	<b>\$18,102</b>	2024
<a href="#">Feast Of Crispian</a>	WI	\$98,596	President & Managing Director	\$28,125	<b>\$34,461</b>	2023
<a href="#">Waucoma Community Development Group</a>	IA	\$99,340	Secretary/tr	\$10,000	<b>\$12,846</b>	2023
<a href="#">St Cloud Standdown Inc</a>	MN	\$96,010	Director	\$2,400	<b>\$2,702</b>	2024
<a href="#">The White Rainbow Project</a>	CA	\$99,724	Executive Director	\$44,468	<b>\$45,049</b>	2023
<a href="#">National Opportunity Project</a>	IL	\$100,000	President/director	\$289,084	<b>\$333,434</b>	2023
<a href="#">Create Appalachia</a>	TN	\$100,327	Executive Director	\$51,000	<b>\$59,515</b>	2025
<a href="#">Women In Global Health Inc</a>	CA	\$93,956	Former Executive Director	\$167,500	<b>\$164,822</b>	2024
<a href="#">Sanford Underground Research</a>	SD	\$93,207	Foundation D	\$6,361	<b>\$8,000</b>	2024
<a href="#">Bucks County Center For The</a>	PA	\$102,255	Chairman	\$15,500	<b>\$17,614</b>	2024
<a href="#">Young Marines National Foundation</a>	FL	\$93,099	Executive Director	\$30,000	<b>\$33,064</b>	2023
<a href="#">Kim Center For Social Balance</a>	CA	\$92,740	Exec Dir	\$80,000	<b>\$78,721</b>	2024
<a href="#">Boreal Community Media</a>	MN	\$91,570	Executive Di	\$18,961	<b>\$21,981</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Juice Orange Mound</a>	TN	\$89,709	Executive Director	\$85,000	<b>\$109,121</b>	2022
<a href="#">Townsend Community Access And Media Inc</a>	MA	\$89,371	Executive Director	\$61,339	<b>\$64,668</b>	2023
<a href="#">Ellicottville Memorial Post 65</a>	NY	\$107,216	Commander	\$11,349	<b>\$12,031</b>	2023
<a href="#">Cecil Field Powmia Memorial Inc</a>	FL	\$107,335	Director	\$10,408	<b>\$11,142</b>	2024
<a href="#">Lebaron Post Home Association</a>	PA	\$107,789	Director	\$4,700	<b>\$5,499</b>	2023
<a href="#">Delaware Family Policy Council Inc</a>	DE	\$108,525	President & Executive Director	\$35,041	<b>\$39,099</b>	2024
<a href="#">Servicemen's Club Inc</a>	MN	\$108,950	Club Manager	\$40,062	<b>\$46,443</b>	2023
<a href="#">Operation Vet Fit Inc</a>	SC	\$86,309	President	\$17,240	<b>\$20,496</b>	2024
<a href="#">American Legion Post 12</a>	VT	\$109,920	Finance Offi	\$15,000	<b>\$17,205</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>84</b> organizations. Compensation range \$58–\$333,434; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$97,707); for reference, expenses \$144,435 and assets \$100,386. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Brett Hartl, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board</b>

**should confirm this is a comparable role.**

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Brett Hartl) 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 84 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,503 is reasonable (approximately the 52<sup>nd</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.