

Institute For Liberatory Innovation

Executive Director / CEO

EIN 844716628
 VT · NTEE R05
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lucinda Garthwaite, Executive Director / CEO** (\$38,462) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

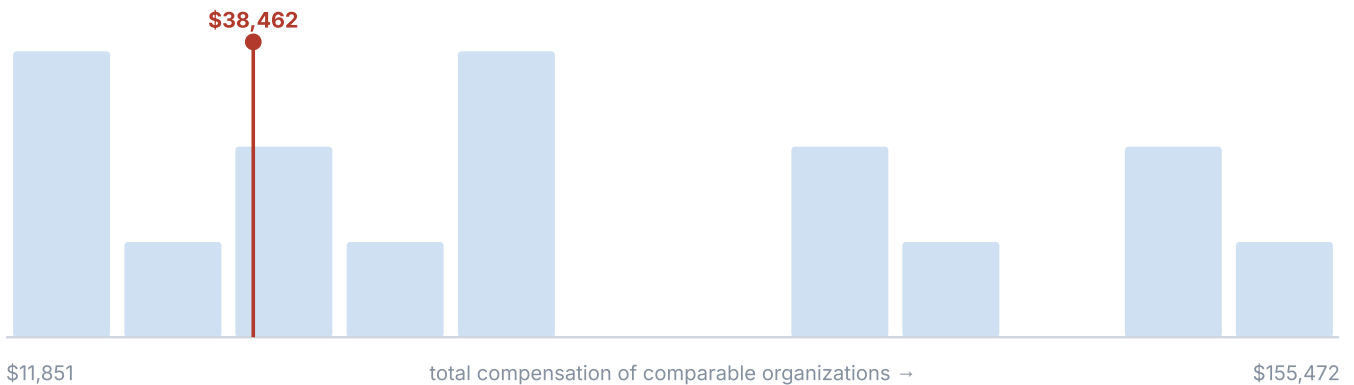
Benchmarked executive: Lucinda Garthwaite — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R05).
BUDGET	Total revenue between \$214,304 and \$479,787 — 0.67x to 1.50x the subject's \$319,858 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R05), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,249	\$39,028	\$69,190	\$106,101	\$138,854	\$38,462
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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 VT 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
Miami Freedom Project Inc	FL	\$296,966	Executive Di	\$76,461	\$71,364	2024
Michigan Impact Inc	MI	\$345,937	Board Chair, President	\$19,875	\$20,381	2024
United Black Agenda Inc	NJ	\$287,003	Executive Director	\$30,000	\$26,612	2024
Article Iii Foundation	VA	\$269,620	Evp	\$12,000	\$11,851	2023
Minnesota Youth Collective	MN	\$258,414	Executive Director	\$46,765	\$45,910	2024
Shared Humanity Project	SC	\$248,910	Co-founder And President	\$150,000	\$155,472	2024
Institute Of Intellectual Property & Social Justice Inc	MD	\$398,245	Secretary	\$50,000	\$47,814	2023
Data For Social Good Foundation	CA	\$240,054	Ceo	\$80,000	\$68,632	2024
The Remembrance Society	DC	\$238,664	Executive Director	\$80,000	\$69,747	2024
Mapping Police Violence Inc	CA	\$227,120	President	\$120,000	\$102,948	2024
The Coalition For Sensible Safeguards Inc	DC	\$416,414	Executive Director	\$152,891	\$137,234	2023
Collateral Consequences Resource Center	DC	\$217,125	Executive Director	\$156,500	\$140,474	2023
Stono Institute For Freedom Justice	FL	\$214,334	President	\$46,250	\$43,167	2024
Fiscal Index Foundation	TX	\$435,495	President	\$112,941	\$115,559	2023
Texas Gun Sense	TX	\$450,432	Executive Dir.	\$96,531	\$95,935	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cause Of Action Institute	VA	\$470,002	Director	\$12,630	\$12,116	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	16 organizations. Compensation range \$11,851–\$155,472; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$319,858); for reference, expenses \$243,980 and assets \$152,835.
ROLE MATCH	Lucinda Garthwaite, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	25 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 (Lucinda Garthwaite) 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 16 similarly situated organizations (Same NTEE sector (R05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,462 is reasonable (approximately the 25th 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.