

Manos Inocentes Por El Derecho A La Vida

Executive Director / CEO

EIN 850791908

UT · NTEE B01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ruthila Lebaron, Executive Director / CEO** (\$3,040) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ruthila Lebaron — reported title “Accounting manager”, 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 (B01).

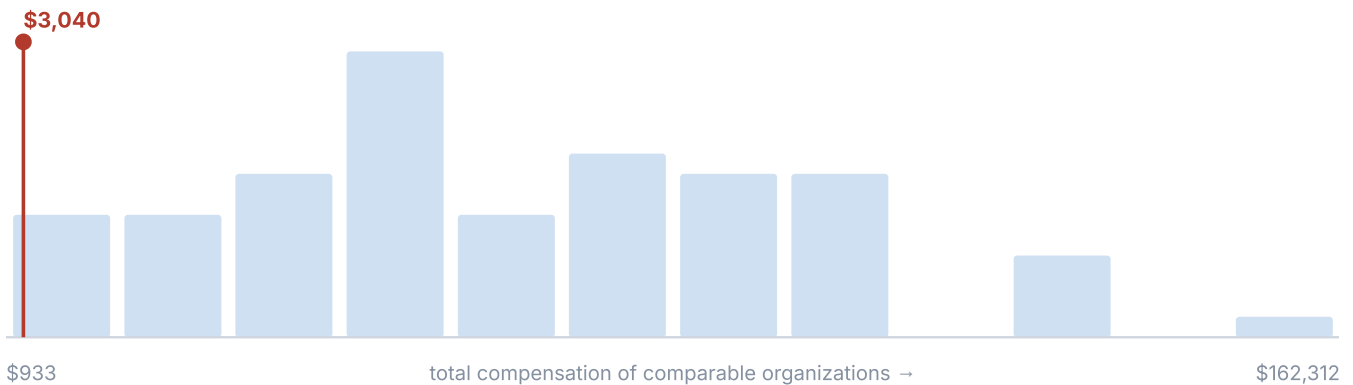
BUDGET Total revenue between \$186,622 and \$417,811 — 0.67x to 1.50x the subject's \$278,541 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,725

\$38,573

\$57,819

\$83,382

\$102,224

\$3,040



■ 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 UT 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
Sound Start Foundation	NJ	\$279,925	President/ceo	\$114,000	\$99,449	2024
Macon-bibb Mayor's Literacy	GA	\$280,335	Executive Di	\$75,000	\$75,858	2023
Empower Illinois	IL	\$276,402	Ceo	\$130,147	\$125,015	2024
Daybreak Arts	TN	\$275,754	Executive Director	\$50,163	\$50,191	2025
Advocates For Womens And Kids Equality	TN	\$275,539	Executive Dir.	\$73,200	\$75,178	2024
Nd Senior Career Development	ND	\$282,338	Director	\$50,000	\$52,230	2025
Teachers Unite Inc	NY	\$274,686	Co-executive Director	\$88,095	\$80,076	2023
Redemption Foundation	MI	\$283,390	Executive Director (Ended 4/24)	\$20,502	\$20,676	2024
Awareness Is Prevention Inc	NV	\$270,478	President	\$13,333	\$13,444	2023
South Carolina First Steps To	SC	\$265,605	Executive Di	\$41,509	\$43,560	2023
R4creating	NM	\$265,057	Executive Di	\$74,567	\$80,676	2023
Institute For Black Solidarity With Israel	NC	\$294,916	Chief Executive Officer	\$92,931	\$93,820	2024
South Carolina First Steps To	SC	\$260,668	Ed-thru 6/30	\$70,246	\$73,718	2023
Pa Families For Education Choice	PA	\$260,174	President/tr	\$33,000	\$32,154	2024
Walnut Grove Coop Inc	DE	\$259,090	Chair	\$35,640	\$33,217	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grow Allen Inc	IN	\$298,000	Executive Di	\$71,058	\$73,216	2024
South Carolina First Steps	SC	\$301,081	Executive Di	\$41,646	\$43,704	2023
National Assn Of Worksite Health Care	TX	\$301,700	Executive Director	\$52,562	\$51,372	2024
Education Justice Coalition Of Vt	VT	\$254,459	Director	\$46,202	\$46,779	2023
Charter Schools Action Fund	DC	\$254,081	Ceo Of Napcs - Until 12/23	\$30,188	\$25,883	2024
Heart Sense Corporation	LA	\$253,733	President	\$113,968	\$122,616	2024
Northstar Tutoring	DC	\$251,101	Executive Director	\$119,167	\$102,174	2024
Greenwood Education Foundation	IN	\$307,001	Executive Di	\$45,833	\$46,008	2025
Washington Ethnic Studies Now	WA	\$249,502	Executive Director	\$150,000	\$131,215	2024
Boost Oregon	OR	\$307,598	Executive Dir.	\$41,906	\$38,024	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	70 organizations. Compensation range \$933–\$162,312; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$278,541); for reference, expenses \$261,809 and assets \$16,732.
ROLE MATCH	Ruthila Lebaron, reported title <i>"Accounting manager"</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	2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	1 st

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 (Ruthila Lebaron) 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 70 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,040 is reasonable (approximately the 1st 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.