

Diversity Cyber Council Inc

Executive Director / CEO

EIN 871592344
 GA · NTEE J20
 FY ending 2023-11-30
 June 9, 2026

This analysis benchmarks the total compensation of **Odie Gray, Executive Director / CEO** (\$37,500) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$246,078 and \$550,923 — 0.67x to 1.50x the subject's \$367,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,969	\$38,652	\$66,125	\$79,222	\$94,108	\$37,500
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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 GA 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
Margate Business Association Inc	NJ	\$367,350	Executive Director	\$76,667	\$66,125	2024
Music City Construction Careers Inc	TN	\$357,097	Training Director	\$78,375	\$79,583	2024
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$83,340	2024
Life Work Planning Center Board Inc	MN	\$387,897	Executive Director	\$112,724	\$104,825	2025
Suttons Support Services Inc	FL	\$344,964	Ceo	\$85,500	\$77,591	2024
International Hartford Ltd	CT	\$344,420	Executive	\$85,000	\$76,988	2024
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$86,197	2025
Timberline Adult Day Services	CO	\$339,071	Executive Director	\$86,656	\$80,269	2024
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$30,291	2023
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$29,624	2023
Open Employment	CA	\$335,183	President	\$60,000	\$50,050	2024
Black Cooperative Impact Fund	CA	\$332,956	President	\$60,000	\$51,528	2023
Working Family Solidarity	IL	\$332,018	Executive Director	\$59,167	\$56,192	2024
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$58,665	2023
Ct Against Gun Violence Education Fund Inc	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	\$24,037	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shirlington Employment And Education Center Inc	VA	\$328,025	Executive Director	\$71,756	\$66,928	2024
Urban Solutions Training & Development Corporation	MI	\$327,984	Founder And Ceo	\$6,000	\$5,983	2024
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$88,810	2024
Career Connectors Network	AZ	\$326,527	Founder Ceo	\$60,923	\$56,600	2024
Save A Suit	CT	\$321,014	Executive Dir.	\$43,686	\$39,569	2024
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$25,281	2023
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$73,534	2023
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$77,163	2024
Jackson County Twenty First Century Coun	AL	\$316,326	Director	\$62,000	\$64,704	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$61,513	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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 **81** organizations. Compensation range \$4,894–\$538,998; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$367,282); for reference, expenses \$325,778 and assets \$48,881.

ROLE MATCH	Odie Gray, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	22 nd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	19 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 (Odie Gray) 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 81 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,500 is reasonable (approximately the 22nd 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.