

Ulysses S Grant Institute For The Study

Executive Director / CEO

EIN 883133672

AL · NTEE R05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Derek Lyons, Executive Director / CEO** (\$187,022) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Derek Lyons — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R05).

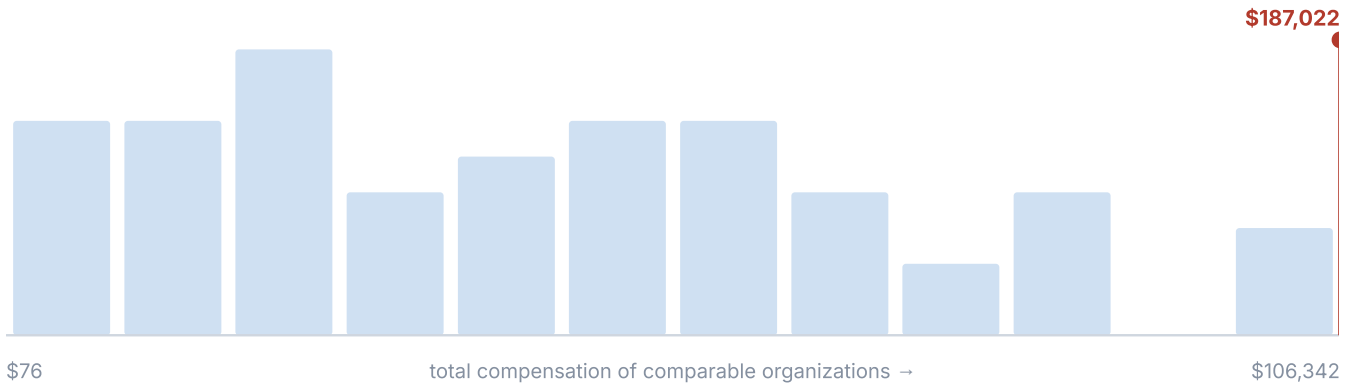
BUDGET Total revenue between \$70,401 and \$157,615 — 0.67x to 1.50x the subject's \$105,077 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography

→ **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,949	\$21,166	\$39,160	\$61,745	\$82,456	\$187,022
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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 AL 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
Center For Digital Democracy	DC	\$105,491	President	\$126,259	\$102,557	2024
New York Civil Rights Coalition Inc	NY	\$106,226	President & Ceo	\$95,000	\$81,808	2023
Medgar And Myrlie Evers Institute	MS	\$106,645	Executive Director	\$64,170	\$68,108	2023
Unitarian Universalists For Social Justice	DC	\$107,475	Executive Director	\$33,456	\$27,978	2023
A Is For	NY	\$107,850	Executive Director	\$26,000	\$22,390	2023
League Of Women Voters Of	CA	\$108,868	Executive Director	\$72,560	\$57,996	2024
Virginia Coalition For Open	VA	\$109,373	Executive Di	\$61,000	\$54,518	2024
Illinois Alliance For Retired Americans	IL	\$109,743	Executive Dir.	\$58,058	\$52,833	2024
Center For The Healing Of Racism	TX	\$112,124	Executive Director	\$75,000	\$71,495	2023
The Wclp Endowment Foundation	CA	\$97,190	Executive Dir./president	\$19,853	\$16,337	2023
Sankofa Impact	WA	\$113,817	Executive Director	\$123,013	\$104,955	2023
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$51,692	2024
Rhode Island State Right To Life Committee Inc	RI	\$114,176	Executive Director	\$43,350	\$39,612	2023
Institute For Research On Presidential Elections	CA	\$94,829	Vice President, Director	\$84,000	\$69,123	2023
Unity Women's Desk Inc	NC	\$115,519	Pres. / Coor	\$64,828	\$62,003	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Trunorth Foundation	CO	\$115,536	President & Ceo	\$75,000	\$66,568	2024
Progress Texas	TX	\$116,557	Executive Director	\$12,138	\$11,571	2023
Ka'ohana O Kalaupapa	HI	\$93,050	Executive Di	\$28,850	\$23,909	2024
Rhode Island Cross Disability Coalition	RI	\$117,708	Operations Manager	\$4,641	\$4,119	2024
We Are All Criminals	MN	\$90,485	Executive Director	\$88,988	\$83,795	2023
Grassroots Global Justice Action	CA	\$90,460	Secret. Trea	\$92	\$76	2023
Immigrant Hope	MN	\$119,748	Board Member	\$28,252	\$26,603	2023
Equalitymaine	ME	\$120,560	Pgm Director/exec Dir.	\$17,666	\$16,374	2024
Right To Life Of Southwest Indiana	IN	\$120,757	Executive Director	\$82,323	\$82,733	2023
Word Is Bond	OR	\$120,761	Executive Director	\$68,895	\$60,971	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 54 organizations. Compensation range \$76–\$106,342; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$105,077); for reference, expenses \$553,023 and assets \$2,115,111. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Derek Lyons, reported title "*PRESIDENT AND CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (Derek Lyons) 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 54 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$187,022 is reasonable (approximately the 100th 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.