

The Congress Of Neutrals

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Levy, Executive Director / CEO** (\$39,943) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

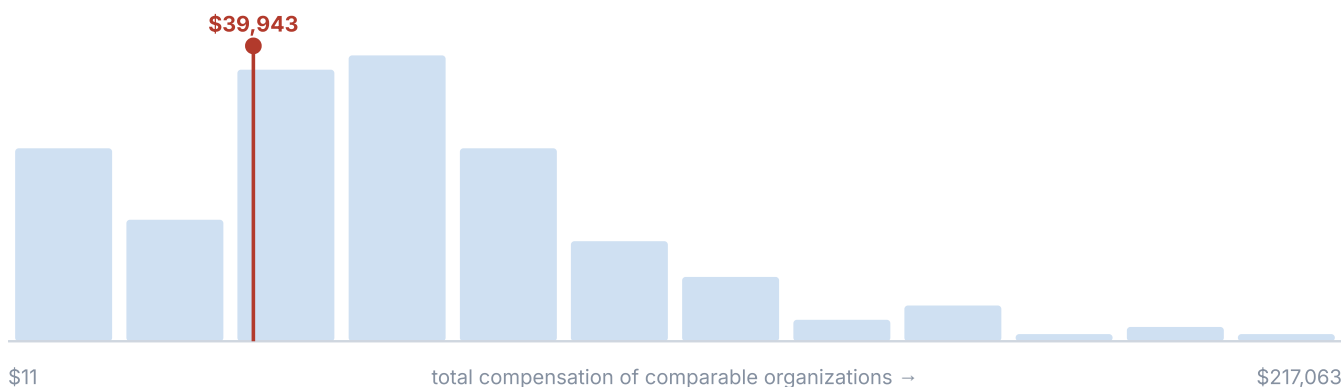
Benchmarked executive: Deborah Levy — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I51).
BUDGET	Total revenue between \$105,106 and \$235,314 — 0.67x to 1.50x the subject's \$156,876 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,134	\$36,583	\$58,437	\$82,231	\$112,375	\$39,943
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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 CA 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
Redeeming The Family	OK	\$156,611	Exec Directo	\$54,999	\$70,135	2024
Lake County Childrens Advocacy Center	IL	\$157,485	Executive Dir.	\$173,031	\$197,000	2024
Stephens Place	PA	\$157,670	Executive Director	\$14,604	\$17,363	2023
Covered Bridge Therapeutic Communities Inc	VT	\$155,009	Executive Director	\$58,830	\$66,807	2025
Manalive-sacramento Inc	CA	\$159,345	Executive Di	\$70,556	\$72,640	2023
Freer Records Inc	NY	\$159,647	Co Exec Dire	\$45,356	\$47,464	2024
Pataula Center For Children Inc	GA	\$152,608	Office Manag	\$38,000	\$45,555	2023
Global Centurion Foundation Inc	VA	\$151,054	President And Founder	\$20,000	\$22,363	2024
Serenity Fair Way Foundation	OH	\$150,644	President & Executive Dire	\$30,000	\$36,797	2024
Citizens For Prison Reform	MI	\$164,052	Executive Di	\$52,515	\$62,773	2024
Alive At Last	TX	\$149,272	President Exec Director	\$52,495	\$60,812	2024
Gang Free Inc	NC	\$164,557	Executive Di	\$29,770	\$36,675	2023
Orange Ribbons For Jaime Inc	FL	\$148,951	Director	\$36,000	\$39,165	2024
Unitarian Universalist Refugee And	CA	\$148,644	President & Ceo	\$45,000	\$45,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jeffco Deangelis Foundation	CO	\$147,262	Executive Di	\$90,000	\$97,365	2025
Legacies Of Success Cdc	OH	\$146,819	Executive Dir.	\$60,036	\$73,639	2024
Bona Vista Programs Inc	IN	\$167,781	President	\$16,537	\$20,792	2023
Decarcerate Inc	AR	\$144,955	Executive Dir.	\$50,000	\$65,087	2024
Fairfax Law Foundation	VA	\$144,619	Executive Director	\$8,139	\$9,369	2023
John E Creedon Police Benevolent	NY	\$169,345	President	\$4,800	\$5,023	2024
Circle Of Hope Ministries Inc	SC	\$144,339	President And Executive Director	\$13,920	\$16,818	2024
Lifes Beacon Foundation Inc	PA	\$170,390	President	\$12,000	\$13,858	2024
Casa Of Bradley County Tennessee	TN	\$142,400	Executive Director	\$29,453	\$34,929	2025
Buried Alive Project	TX	\$142,193	National Director,board Member	\$182,000	\$217,063	2023
Courthouse Dogs Foundation	WA	\$171,812	Ceo	\$41,283	\$42,804	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **184** organizations. Compensation range \$11–\$217,063; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$156,876); for reference, expenses \$151,617 and assets \$103,223.
ROLE MATCH	Deborah Levy, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	29 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	23 rd

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 (Deborah Levy) 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 184 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,943 is reasonable (approximately the 29th 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.