

# The Rhode Island Organizing Project

Executive Director / CEO

EIN **050482387**  
 RI · NTEE S20Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Raymond Gage, Executive Director / CEO** (\$82,439) against **every comparable organization** that fit the selection criteria — **231** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

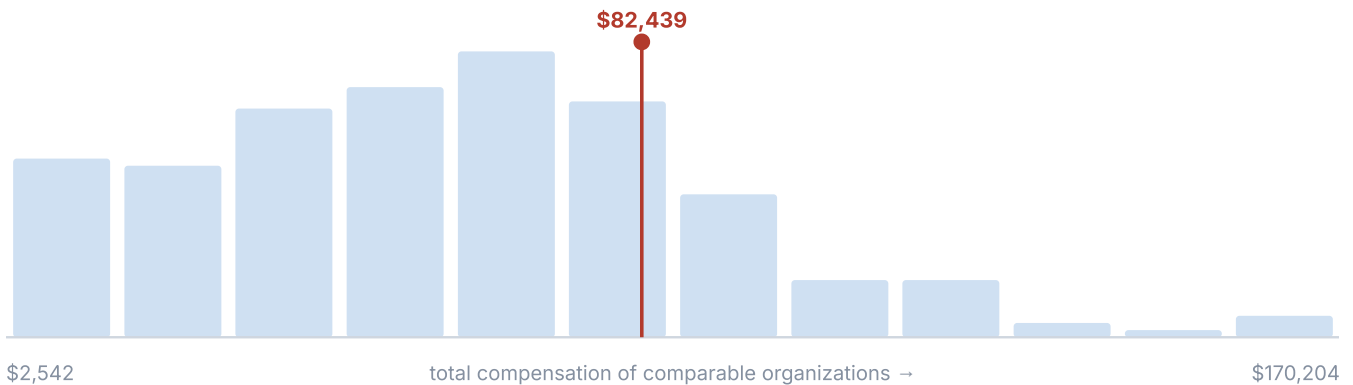
**Benchmarked executive:** Raymond Gage — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20Z).
BUDGET	Total revenue between \$145,258 and \$325,206 — 0.67x to 1.50x the subject's \$216,804 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**231** organizations qualified on sector, size, and geography → **231** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,189	\$34,869	\$58,049	\$79,249	\$97,992	\$82,439
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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 RI 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
<a href="#">The Weatherford Square</a>	TX	\$217,135	Executive Di	\$104,022	<b>\$105,404</b>	2024
<a href="#">El-shaddai Refuge Homes Community Development Corporation</a>	NV	\$216,313	Director Of Childcare	\$11,388	<b>\$11,563</b>	2024
<a href="#">Bridgton Community Center</a>	ME	\$215,817	Executive Dir.	\$52,500	<b>\$53,252</b>	2024
<a href="#">Blackjack Water Association Inc</a>	MS	\$217,820	Billing	\$15,800	<b>\$17,826</b>	2024
<a href="#">Mosaic Community Builders Inc</a>	GA	\$218,412	Director	\$48,000	<b>\$50,333</b>	2023
<a href="#">Corporate Volunteer Council Of Atlanta</a>	GA	\$215,015	Executive Director	\$96,210	<b>\$97,992</b>	2024
<a href="#">Allen Ame Neighborhood Preservation &amp; Developme</a>	NY	\$214,996	Executive Director	\$72,337	<b>\$68,169</b>	2023
<a href="#">Logan County Tourism Bureau</a>	IL	\$218,666	Former Director	\$46,588	<b>\$46,395</b>	2024
<a href="#">Leadership Pasadena Inc</a>	CA	\$214,359	Board Member	\$39,700	<b>\$33,830</b>	2025
<a href="#">Haverhill Heritage Inc</a>	NH	\$214,079	Pres	\$31,000	<b>\$29,852</b>	2023
<a href="#">Midwest Education And Community Outreach</a>	WI	\$214,069	President	\$44,000	<b>\$46,548</b>	2024
<a href="#">Community Services United</a>	CA	\$220,114	Director	\$54,600	<b>\$47,759</b>	2024
<a href="#">Westside Legends Inc</a>	MA	\$212,798	President	\$5,150	<b>\$4,688</b>	2024
<a href="#">Centre South Main Streets Inc</a>	MA	\$221,175	Executive Director	\$85,000	<b>\$75,378</b>	2025
<a href="#">Up Community Services Inc</a>	MI	\$221,417	Executive Director	\$21,784	<b>\$23,449</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Willowbrook Inclusion Network</a>	CA	\$212,180	President/chairperson	\$85,000	<b>\$76,545</b>	2023
<a href="#">Project Mend-a-house Incorporation</a>	VA	\$212,095	Executive Director	\$65,000	<b>\$63,574</b>	2024
<a href="#">Nikwasi Initiative</a>	NC	\$221,763	Executive Director	\$93,650	<b>\$100,915</b>	2023
<a href="#">Uphams Corner Main Street Incorporated</a>	MA	\$211,661	Executive Director	\$102,217	<b>\$93,044</b>	2024
<a href="#">Graces Of Gurleyinc</a>	AL	\$222,252	Executive Di	\$45,200	<b>\$50,925</b>	2023
<a href="#">The Des Moines Urban Experience</a>	IA	\$222,601	Executive Dir.	\$17,958	<b>\$20,506</b>	2023
<a href="#">Rose Garden Community Development Corporation</a>	GA	\$210,003	Ceo	\$20,000	<b>\$20,972</b>	2023
<a href="#">Discover The Real West Virginia</a>	WV	\$223,964	Executive Di	\$95,068	<b>\$101,581</b>	2025
<a href="#">Springboard Incubators Inc</a>	NY	\$208,632	President/ceo	\$10,640	<b>\$9,739</b>	2024
<a href="#">Jackson Metro Sponsoring Committee-worki</a>	MS	\$208,127	Lead Organizer	\$110,175	<b>\$127,970</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 231 organizations. Compensation range \$2,542–\$170,204; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$216,804); for reference, expenses \$124,142 and assets \$287,031. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

**weigh the expense-based view.**

ROLE MATCH	Raymond Gage, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	74 <sup>th</sup>

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 (Raymond Gage) 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 231 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,439 is reasonable (approximately the 79<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.