

# Virginia Anti-violence Project

Executive Director / CEO

EIN 263754508

VA · NTEE I99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ebony Clark, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **525** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

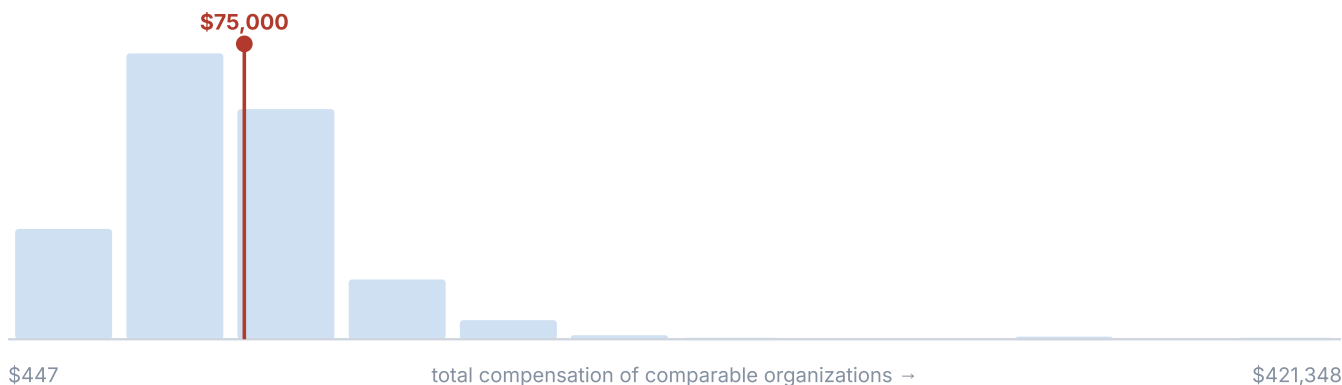
**Benchmarked executive:** Ebony Clark — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I99).
BUDGET	Total revenue between \$212,833 and \$476,493 — 0.67x to 1.50x the subject's \$317,662 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**525** organizations qualified on sector, size, and geography → **525** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,823

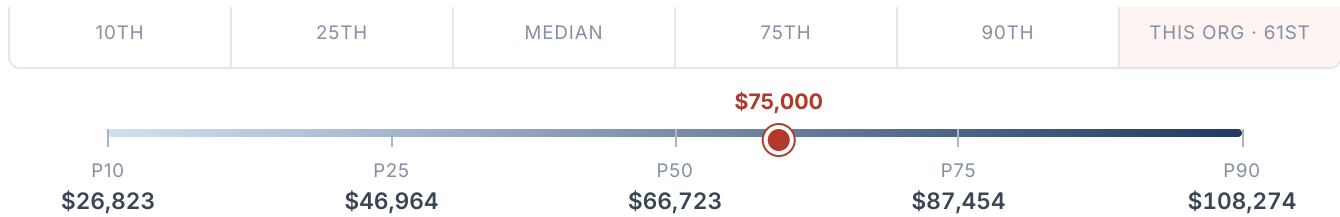
\$46,964

\$66,723

\$87,454

\$108,274

**\$75,000**



## ● 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 VA 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="#">Emergency Legal Responders</a>	LA	\$317,714	Executive Director	\$80,125	<b>\$94,076</b>	2023
<a href="#">Forensic Nurse Examiners Of Louisiana</a>	LA	\$317,754	Executive Di	\$40,000	<b>\$46,964</b>	2023
<a href="#">Gun Violence Prevention Action Committee</a>	IL	\$317,428	Operational Ceo	\$76,000	<b>\$79,669</b>	2023
<a href="#">Great Plains Casa For Kids Inc</a>	TX	\$317,993	Executive Di	\$63,716	<b>\$66,010</b>	2024
<a href="#">Sylvania Prevention Alliance</a>	OH	\$317,197	Trustee/exec	\$58,451	<b>\$62,465</b>	2025
<a href="#">Childrens Voice Casa Inc</a>	GA	\$318,188	Executive Dir.	\$66,540	<b>\$71,339</b>	2023
<a href="#">Right Road Ministries</a>	TN	\$315,901	President	\$51,274	<b>\$55,819</b>	2024
<a href="#">Project Cold Case Inc</a>	FL	\$315,211	Executive Director	\$80,135	<b>\$77,967</b>	2024
<a href="#">Johnston County Youth Services Inc</a>	NC	\$320,372	Executive Di	\$56,656	<b>\$60,630</b>	2024
<a href="#">Social Justice Center Of Albany Inc</a>	NY	\$314,852	Admin Direct	\$23,250	<b>\$21,759</b>	2024
<a href="#">New Beginnings Msc Inc</a>	NY	\$320,511	Executive Di	\$54,100	<b>\$50,631</b>	2024
<a href="#">Soap Project</a>	OH	\$320,738	Executive Director & Found	\$24,000	<b>\$26,327</b>	2024
<a href="#">Restorative Transitions Inc</a>	NC	\$314,503	Program Director	\$55,475	<b>\$61,120</b>	2023
<a href="#">The Joseph Project Inc</a>	MI	\$314,352	President	\$30,000	<b>\$33,017</b>	2023
<a href="#">Wounded Healers International Inc</a>	ME	\$314,250	Executive Dir.	\$28,000	<b>\$29,896</b>	2023
<a href="#">Emma's House Bitterroot Valley -</a>	MT	\$314,213	Executive Director	\$103,286	<b>\$118,715</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">It Won't Happen To Me Inc</a>	GA	\$313,971	Treasurer	\$38,601	<b>\$40,198</b>	2024
<a href="#">Utah Dispute Resolution</a>	UT	\$313,746	Executive Director	\$69,783	<b>\$72,063</b>	2025
<a href="#">Fear 2 Freedom Inc</a>	VA	\$321,814	Former, Ceo	\$47,454	<b>\$46,231</b>	2025
<a href="#">Wisconsin Casa Association</a>	WI	\$313,325	Executive Director	\$89,348	<b>\$96,642</b>	2024
<a href="#">Student Legal Services Inc</a>	NY	\$312,839	Director	\$94,906	<b>\$86,531</b>	2025
<a href="#">Exploited Children's Help Organization</a>	KY	\$322,500	Executive Director	\$80,089	<b>\$91,748</b>	2023
<a href="#">Aliive Roberts County Inc</a>	SD	\$322,713	Executive Director	\$303,418	<b>\$346,813</b>	2024
<a href="#">Arizona Justice For Our Neighbors</a>	AZ	\$312,535	Executive Dir.	\$95,351	<b>\$94,974</b>	2024
<a href="#">Fou Movement Inc</a>	CA	\$312,488	Ceo	\$19,900	<b>\$17,797</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	525 organizations. Compensation range \$447–\$421,348; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$317,662); for reference, expenses \$458,180 and assets \$32,366. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ebony Clark, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 15 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (Ebony Clark) 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 525 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 61<sup>st</sup> 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.