

# Mississippi Urban League

Executive Director / CEO

EIN 274272183

MS · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Portia Espy, Executive Director / CEO** (\$108,000) against **every comparable organization** that fit the selection criteria — **1048** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

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

## How comparable organizations were selected

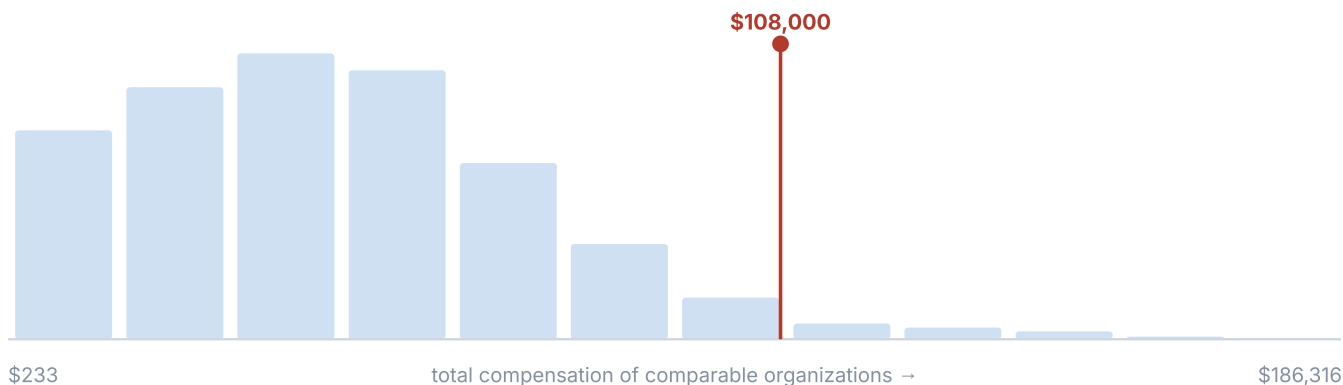
**SECTOR** Organizations sharing the subject's NTEE classification (P20).

**BUDGET** Total revenue between \$194,337 and \$435,084 — 0.67x to 1.50x the subject's \$290,056 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,048** organizations qualified on sector, size, and geography → **1,048** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,936	\$23,745	\$43,573	\$63,224	\$82,352	\$108,000
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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 MS 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="#">Christian Medical Ministries Inc</a>	FL	\$290,062	Executive Di	\$59,048	<b>\$48,377</b>	2024
<a href="#">Love Heals Free Clinic Inc</a>	ID	\$290,024	Executive Dir.	\$120,000	<b>\$114,617</b>	2023
<a href="#">Vine And Fig Tree</a>	VA	\$290,001	Vice Preside	\$80,000	<b>\$69,355</b>	2023
<a href="#">A Touch From Above Lsm Inc</a>	CA	\$290,140	Treasurer	\$12,000	<b>\$8,804</b>	2025
<a href="#">Dupont Circle Village</a>	DC	\$290,350	Executive Director	\$109,000	<b>\$83,418</b>	2024
<a href="#">Bananas Foster Inc</a>	GA	\$289,758	Executive Director	\$60,000	<b>\$52,614</b>	2024
<a href="#">Legacies Empowered Inc</a>	OH	\$290,517	Executive Director	\$38,896	<b>\$35,928</b>	2024
<a href="#">Dream It Forward Foundation Inc</a>	GA	\$289,481	Executive Director	\$62,400	<b>\$56,334</b>	2023
<a href="#">People Partners Foundation</a>	CA	\$289,337	Executive Director	\$84,931	<b>\$63,958</b>	2024
<a href="#">United Way Of Daviess County Inc</a>	IN	\$289,300	Executive Director	\$55,570	<b>\$51,107</b>	2024
<a href="#">Raised At Full Draw</a>	IA	\$290,826	Coo	\$71,809	<b>\$68,571</b>	2024
<a href="#">Sweet Grace Ministries</a>	PA	\$289,134	President/ex	\$45,898	<b>\$41,096</b>	2023
<a href="#">The Pass Along Project</a>	NH	\$289,049	President / Exec Dir	\$12,000	<b>\$9,664</b>	2024
<a href="#">Solid Rock Development Corporation</a>	TN	\$291,080	Secretary	\$15,670	<b>\$14,364</b>	2024
<a href="#">California Hands And Voices</a>	CA	\$291,242	Executive Director	\$45,250	<b>\$35,083</b>	2023
<a href="#">The Okra Project</a>	NY	\$291,276	Executive Director	\$112,000	<b>\$88,263</b>	2024
<a href="#">Centro Tepeyac Inc</a>	MD	\$288,520	Former Director	\$31,500	<b>\$25,683</b>	2024
<a href="#">Home Of Joseph Foundation</a>	TX	\$288,408	Director	\$24,450	<b>\$21,330</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Helping Hands In Motion Inc</a>	FL	\$288,325	Director	\$38,154	<b>\$31,258</b>	2024
<a href="#">Michael's Angel Paws Inc</a>	NV	\$291,946	Executive Di	\$52,000	<b>\$45,457</b>	2024
<a href="#">Miami Shores People Of Color Inc</a>	FL	\$292,006	Exec Dir	\$76,000	<b>\$64,104</b>	2023
<a href="#">Sunday Love Project</a>	PA	\$292,020	Executive Di	\$66,983	<b>\$59,976</b>	2023
<a href="#">Sacred Spaces Of Care</a>	IL	\$287,859	Executive Director	\$111,320	<b>\$95,444</b>	2024
<a href="#">Bread Of Life Ministries Of Minnesota</a>	MN	\$287,826	President/treas	\$14,800	<b>\$12,753</b>	2024
<a href="#">San Francisco Students Back On Track</a>	CA	\$287,822	Director	\$96,000	<b>\$72,295</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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** 1048 organizations. Compensation range \$233–\$186,316; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$290,056); for reference, expenses \$344,166 and assets \$634,430.

**ROLE MATCH** Portia Espy, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 19 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	94 <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 (Portia Espy) 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 1048 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,000 is reasonable (approximately the 97<sup>th</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.