

North Carolina Values Coalition

Executive Director / CEO

This analysis benchmarks the total compensation of **Tami L Fitzgerald, Executive Director / CEO** (\$84,999) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

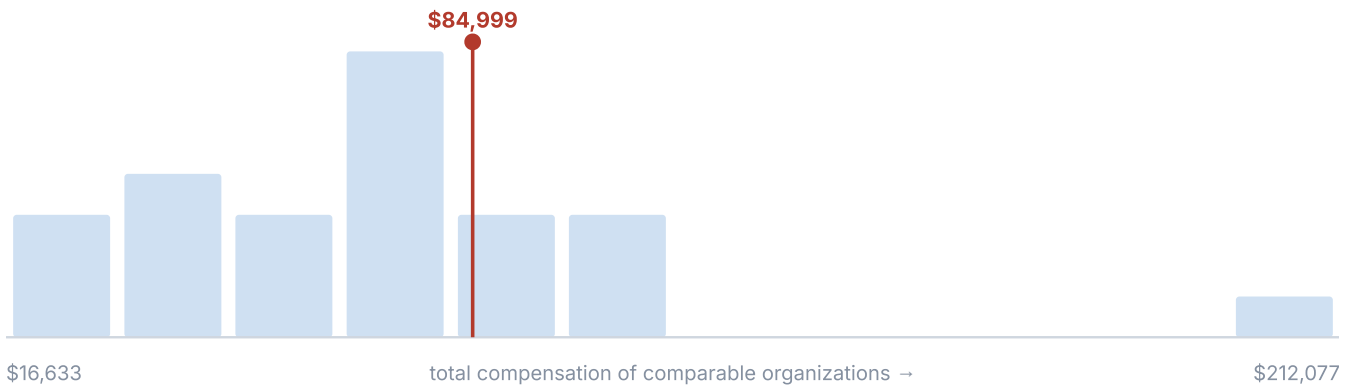
Benchmarked executive: Tami L Fitzgerald — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$314,051 and \$703,099 — 0.67x to 1.50x the subject's \$468,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,501	\$47,305	\$69,543	\$84,075	\$100,125	\$84,999
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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 NC 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
Massachusetts Coalition To Prevent Gun	MA	\$484,845	Executive Director	\$102,352	\$86,461	2024
Ndn Action Network Inc	SD	\$486,676	Managing Directors	\$20,872	\$21,654	2024
Minnesota Alliance On Crime	MN	\$490,625	Executive Di	\$104,175	\$94,270	2025
Forward Justice Action Network	NC	\$439,971	Co-director	\$50,137	\$48,699	2024
Salute 2 Service	PA	\$502,523	Founder/exec	\$46,000	\$43,122	2024
Umoja Village	SC	\$431,368	Ceo Cofounder	\$34,147	\$34,477	2023
Alaska Family Council	AK	\$416,426	Executive Director	\$78,000	\$72,171	2023
Green Mountain Self Advocates Inc	VT	\$414,661	Administrative Director	\$52,000	\$50,654	2023
Childrens Advocacy Center Of Virginia	VA	\$532,388	Executive Dir.	\$83,748	\$76,014	2024
National Partnership For Women	DC	\$404,000	President	\$47,983	\$39,581	2024
Pregnant Choices	GA	\$549,919	Executive Di	\$60,000	\$56,712	2024
My Brother's Keeper Task Force Inc	MA	\$384,360	Co-president & Director	\$19,125	\$16,633	2023
Second Nurture	CT	\$380,391	Executive Director & Trustee	\$92,443	\$81,479	2024
Hopeland	NY	\$559,125	Ceo	\$242,502	\$212,077	2023
Ten Toes In	CA	\$378,175	Executive Di	\$69,571	\$56,473	2024
Linked2literacy	NE	\$562,639	Executive Director	\$65,330	\$66,053	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wichitas Littlest Heroes	KS	\$371,868	Executive Director	\$65,889	\$66,915	2024
Ashrei Foundation	MO	\$587,015	Executive Director	\$100,178	\$99,742	2024
Justice For Girls Coalition Of Washington State	WA	\$329,017	Executive Director	\$89,036	\$77,148	2023
Maryland State Child Care	MD	\$608,824	Executive Di	\$94,760	\$83,279	2024
Chicago Refugee Coalition	IL	\$320,192	Executive Dir.	\$22,750	\$21,025	2024
Black Midwifery Collective Nfp	IL	\$624,550	President	\$110,557	\$102,173	2024
Us Right To Know	CA	\$656,293	Executive Director	\$120,006	\$100,289	2023
Vital Solutions Inc	WA	\$678,621	Executive Di	\$93,371	\$78,583	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	24 organizations. Compensation range \$16,633–\$212,077; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$468,733); for reference, expenses \$464,522 and assets \$509,195.
ROLE MATCH	Tami L Fitzgerald, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	75 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	83 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 (Tami L Fitzgerald) 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 10, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,999 is reasonable (approximately the 75th 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 10, 2026.