

Cause Of Action Institute

Executive Director / CEO

This analysis benchmarks the total compensation of **David Williams, Executive Director / CEO** (\$12,630) against **every comparable organization** that fit the selection criteria — **424** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

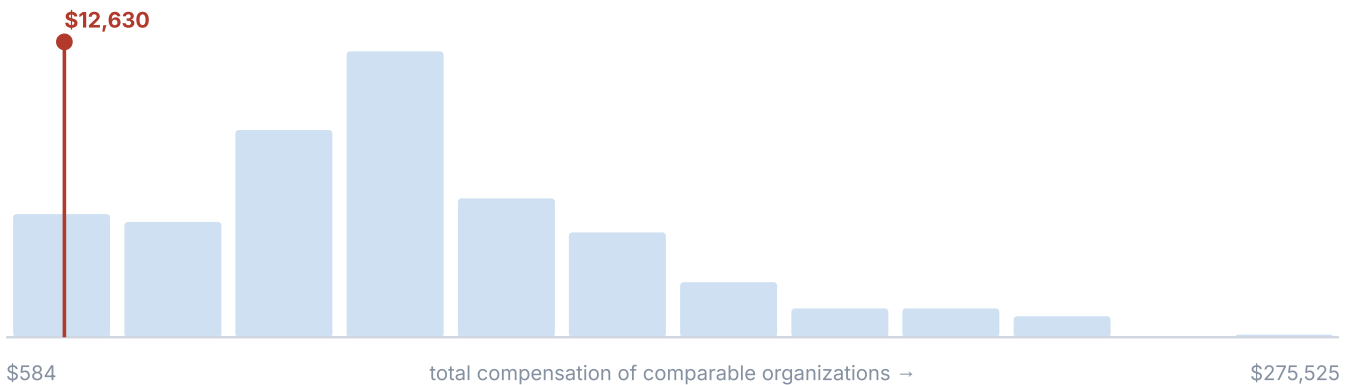
Benchmarked executive: David Williams — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R05).
BUDGET	Total revenue between \$314,901 and \$705,003 — 0.67x to 1.50x the subject's \$470,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

424 organizations qualified on sector, size, and geography → **424** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,668	\$52,053	\$78,042	\$109,308	\$147,906	\$12,630
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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 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
American Values Coalition	TX	\$469,525	Executive Dir.	\$100,000	\$103,601	2024
Conservation Voters For Idaho Education	ID	\$469,072	Executive Director	\$9,086	\$10,306	2023
American Firearms Coalition	OH	\$468,236	Secretary	\$38,000	\$42,915	2023
Pregnancy Resource Center Inc	FL	\$468,137	Executive Director	\$50,000	\$48,647	2024
Eternal Vigilance Action Inc	GA	\$472,017	Ceo Director Key Employee	\$121,200	\$129,942	2023
Lgbt Center Intercultural Collective Inc	NY	\$467,535	Executive Director & Board Vice President	\$72,516	\$67,866	2024
California Policy Center For I	CA	\$467,346	Exec Director	\$129,882	\$116,156	2024
Mississippi Immigrant Rights Allian	MS	\$466,875	Excutive Director	\$50,000	\$59,378	2023
Hispanic Contractors Association Of The Carolinas	NC	\$466,738	Executive Director	\$137,297	\$151,266	2023
National Center For Justice And Liberty	IL	\$466,432	President	\$118,059	\$120,208	2024
Second Judicial District Casa Program Inc	ID	\$466,180	Executive Director	\$118,478	\$127,168	2025
The Leverage Network Inc	IL	\$465,065	Ceo & President	\$118,558	\$120,716	2024
Immigration Accountability Project	MS	\$475,384	President	\$31,936	\$36,838	2024
We Must Vote Inc	MS	\$464,500	Director	\$70,000	\$80,745	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Trails And Open Space Coalition	CO	\$464,370	Executive Dir.	\$76,296	\$75,769	2024
American Values Action	VA	\$475,903	President	\$81,000	\$81,000	2024
Death Penalty Action	NY	\$478,459	Executive Director	\$87,800	\$82,170	2024
Federated Guardians Company	PA	\$478,548	Secretary	\$37,952	\$39,198	2024
Apic Spokane	WA	\$479,376	Executive Director	\$63,051	\$58,464	2024
Voices For A Safer Tennessee Coalit	TN	\$480,086	Executive Di	\$35,754	\$38,924	2024
Out Montclair Inc	NJ	\$459,855	Executive Dir.	\$85,125	\$78,715	2024
North Carolina For The People	NC	\$481,336	Executive Director And Board Chair	\$104,960	\$112,322	2024
Capital District Gay And Lesbian	NY	\$457,881	Executive Di	\$79,611	\$74,506	2024
Garland County Casa Program	AR	\$457,086	Executive Director	\$60,583	\$68,710	2025
Omwale Project Inc	NY	\$482,938	Executive Dir.	\$104,000	\$100,206	2023

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.

■ Sample, role match & sensitivity

PEER COUNT **424** organizations. Compensation range \$584–\$275,525; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$470,002); for reference, expenses \$586,864 and assets \$79,270.
ROLE MATCH	David Williams, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	2 nd

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 (David Williams) 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 424 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,630 is reasonable (approximately the 4th 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.