

American Constitutional Rights Union

Executive Director / CEO

EIN 454293653

FL · NTEE R01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lori Roman, Executive Director / CEO** (\$22,500) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R01).

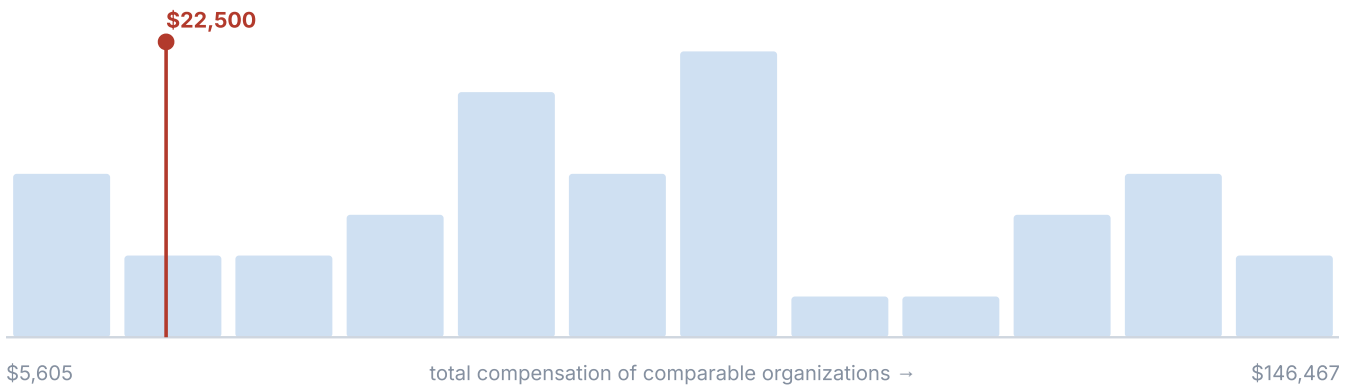
BUDGET Total revenue between \$176,803 and \$395,829 — 0.67x to 1.50x the subject's \$263,886 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,601	\$48,462	\$69,102	\$100,698	\$125,913	\$22,500
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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 FL 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
Rise Foundation	VA	\$260,769	Executive Di	\$34,375	\$36,374	2023
Future Georgia Inc Db Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$146,467	2024
Advancement Project Action Fund	DC	\$250,000	President, Executive Director	\$47,237	\$44,125	2024
People's Justice Project	OH	\$249,116	Executive Director	\$80,417	\$93,344	2023
Ella Baker Center Action Fund	CA	\$283,872	Secretary And Director	\$12,226	\$11,238	2024
Fundamedios Inc	DC	\$243,754	Chief Executive Officer	\$6,000	\$5,605	2024
Conservative Roundtable Of Texas	TX	\$239,624	Executive Director	\$117,200	\$124,796	2024
Greater Spokane Action	WA	\$291,825	Executive Dir.	\$25,028	\$24,557	2023
Goal Justice	SC	\$233,753	Lead Organizer	\$63,000	\$69,962	2024
Genequality Inc	DE	\$232,828	Founder & Executive Director	\$75,000	\$80,481	2023
Greater Spokane Progress	WA	\$299,949	Executive Director	\$63,875	\$62,674	2023
Investigations Bureau	DE	\$300,171	President And Treasurer	\$42,373	\$47,334	2022
Iowa Faith And Freedom Coalition	IA	\$304,816	President	\$99,410	\$115,866	2024
Oregon Alliance To Prevent Gun Violence For Safety	OR	\$221,309	Executive Director	\$76,101	\$77,451	2023
New Tolerance Campaign	AZ	\$217,821	President	\$67,500	\$69,102	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Dakota Family Alliance	ND	\$217,303	Executive Di	\$92,497	\$108,052	2024
Mississippi Rising Coalition	MS	\$215,781	President	\$44,450	\$52,698	2024
Floridians For Alternatives To The Death	FL	\$213,697	Executive Director	\$65,000	\$65,000	2024
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$83,240	2023
Muslimahs United	OR	\$208,627	Executive Di	\$59,192	\$60,242	2023
New Jersey Black Empowerment Coalition Inc	NJ	\$207,388	Executive Director	\$130,000	\$123,554	2024
Justice For Migrant Families Why	NY	\$206,494	Executive Dir.	\$57,316	\$56,761	2023
New Path 1010 Inc	GA	\$205,668	Executive Director	\$63,345	\$66,052	2025
Wanton Injustice Legal Detail	MN	\$323,854	Executive Director And President	\$16,415	\$17,266	2024
La Fuerza Nc	NC	\$328,308	Executive Director	\$26,629	\$29,289	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 39 organizations. Compensation range \$5,605–\$146,467; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$263,886); for reference, expenses \$154,450 and assets \$151,953. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	8 th

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 (Lori Roman) 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 39 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,500 is reasonable (approximately the 13th 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.