

Ruth's List Florida Action

Executive Director / CEO

EIN 463321987

FL · NTEE R61

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christina Diamond, Executive Director / CEO** (\$45,747) against **every comparable organization** that fit the selection criteria — **361** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

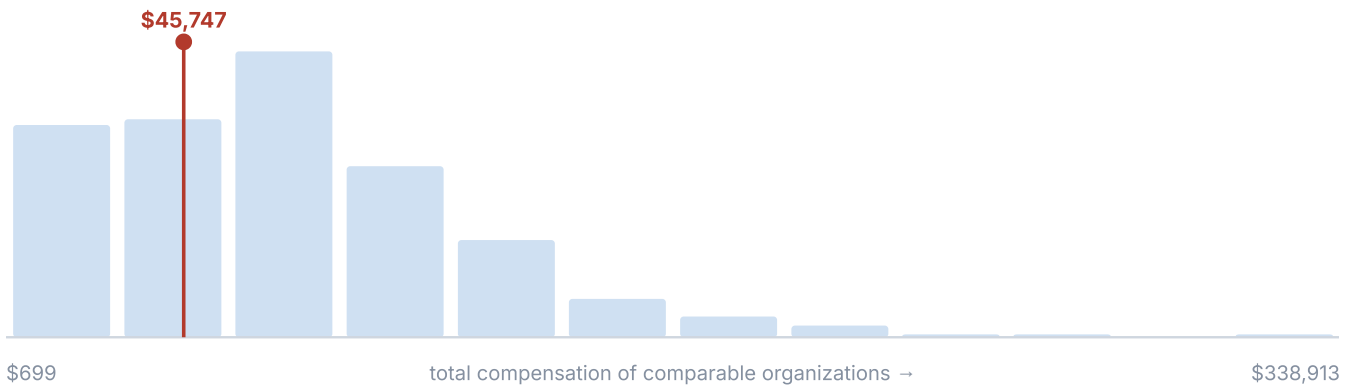
Benchmarked executive: Christina Diamond — reported title “CHIEF EXECUTIVE OFFICER & EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R61).
BUDGET	Total revenue between \$185,018 and \$414,220 — 0.67x to 1.50x the subject's \$276,147 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

361 organizations qualified on sector, size, and geography → **361** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,266	\$34,777	\$66,920	\$95,123	\$130,379	\$45,747
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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
1 Million Madly Motivated Moms	NV	\$276,045	President	\$59,583	\$63,576	2024
Mission Mississippi	MS	\$275,971	President	\$110,000	\$130,412	2024
Comic Book Legal Defense Fund Inc	OR	\$276,582	Executive Director	\$110,000	\$108,739	2024
Organization For Polyamory And	CA	\$275,610	Executive Dir.	\$69,173	\$65,461	2023
Future Georgia Inc DbA Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$146,467	2024
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$9,944	2024
North Texas Lead	TX	\$277,336	President & Executive Dire	\$120,425	\$128,230	2024
Bare Chest Calendar Inc	CA	\$277,420	President	\$26,700	\$24,542	2024
Life Matters Worldwide	MI	\$274,020	President	\$83,500	\$91,744	2024
Drm Supporting Corp	MI	\$273,966	Executive Officer	\$18,128	\$19,918	2024
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$115,859	2023
Feminists In Swana Fem-swana Inc	DC	\$273,818	President And Treasurer	\$102,000	\$98,094	2023
Dont Shoot Portland	OR	\$273,365	Program Direct	\$160,000	\$162,838	2023
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$92,935	2024
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$84,559	2024
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$12,806	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caring For Women Pregnancy Resource Center	CA	\$280,065	Director	\$56,449	\$53,419	2023
National Action Network Sacramento Chapter Education Fund	CA	\$280,116	Director And President	\$36,000	\$34,068	2023
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$126,386	2024
Fort Wayne Pride Incorporated	IN	\$271,572	President	\$20,000	\$23,115	2023
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$102,075	2024
Prism FL Inc	FL	\$281,311	Executive Director	\$54,615	\$54,615	2024
Social Justice Politicorps Of Sacramento	CA	\$281,347	Executive Dir.	\$36,885	\$34,905	2023
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$78,350	2024
Mi Patria Pr	PR	\$270,393	Co-chair & Treasurer	\$11,249	\$10,959	2025

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 361 organizations. Compensation range \$699–\$338,913; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$276,147); for reference, expenses \$246,411 and assets \$63,037.

ROLE MATCH	Christina Diamond, reported title " <i>CHIEF EXECUTIVE OFFICER & EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	32nd
Total compensation (D + F), as reported (no adjustments)	33rd
Reportable pay only (column D), adjusted	34th
All sources (D + E + F), adjusted	89th

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 (Christina Diamond) 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 361 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,747 is reasonable (approximately the 32nd 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.