

# Fannie Lou Hamer Institute Of Advocacy & Social Action

Executive Director / CEO

EIN 471673470  
 NC · NTEE A23  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Angelicia Simmons, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

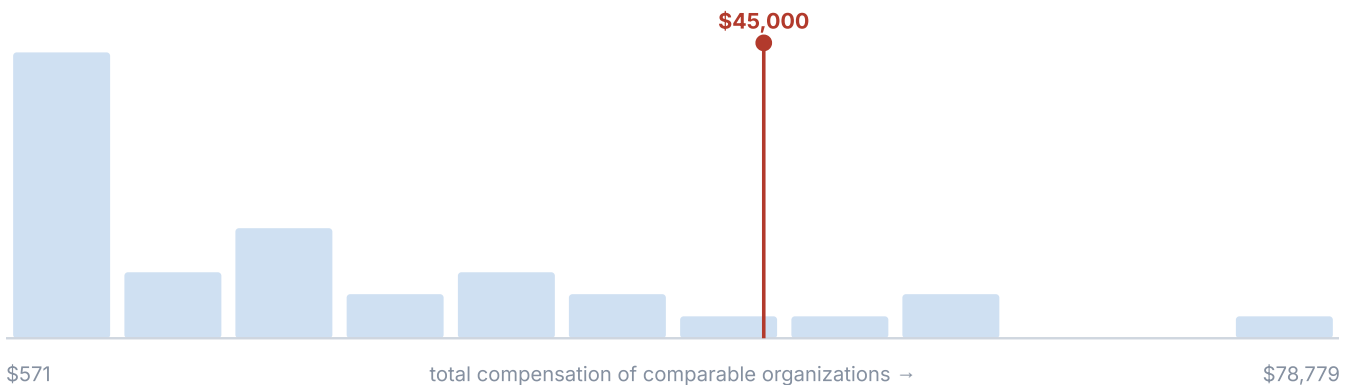
**Benchmarked executive:** Angelicia Simmons — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$60,635 and \$135,750 — 0.67x to 1.50x the subject's \$90,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$1,920</b> 10TH	<b>\$3,090</b> 25TH	<b>\$14,272</b> MEDIAN	<b>\$31,948</b> 75TH	<b>\$49,536</b> 90TH	<b>\$45,000</b> THIS ORG · 88TH
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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
<a href="#">Chinese Historical Society Of New England Inc</a>	MA	\$91,564	Managing Director	\$36,427	<b>\$33,953</b>	2022
<a href="#">Filitalia International</a>	PA	\$93,170	Executive Director	\$31,650	<b>\$31,449</b>	2023
<a href="#">Focus On Children United For Success Inc</a>	MD	\$96,901	Chairman	\$11,217	<b>\$10,149</b>	2024
<a href="#">Scandinavian Heritage Association Inc</a>	ND	\$83,315	Office Manager	\$12,347	<b>\$13,501</b>	2023
<a href="#">Brenham Maifest Association</a>	TX	\$97,786	Director- Marketing	\$3,000	<b>\$2,904</b>	2024
<a href="#">Wei-hwa Chinese School</a>	VA	\$98,248	Principal	\$2,376	<b>\$2,286</b>	2023
<a href="#">The Japanese Association Of Greater</a>	MA	\$101,073	Secretary	\$41,000	<b>\$35,657</b>	2024
<a href="#">Noble Tree Publishing Inc</a>	NY	\$79,584	President/director	\$22,500	<b>\$19,677</b>	2024
<a href="#">Huda Community Center</a>	CA	\$101,790	Executive Dir	\$38,400	<b>\$33,039</b>	2023
<a href="#">Slovenian Cultural Center</a>	IL	\$103,151	Director	\$15,000	<b>\$14,272</b>	2024
<a href="#">French World Ministries Inc</a>	TX	\$77,569	President	\$3,100	<b>\$3,090</b>	2023
<a href="#">Austin Celtic Association</a>	TX	\$104,482	At-large	\$33,000	<b>\$31,948</b>	2024
<a href="#">Swedish Historical Society Of Rockford</a>	IL	\$104,529	Executive Director	\$55,978	<b>\$54,834</b>	2023
<a href="#">Indian Horizon Of Florida Inc</a>	FL	\$73,681	President	\$25,000	<b>\$23,400</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Native American Guardians Association</a>	ND	\$73,458	President	\$3,200	<b>\$3,399</b>	2024
<a href="#">Lc Windmill Inc</a>	WI	\$71,740	Principal Employee	\$1,800	<b>\$1,819</b>	2024
<a href="#">Emerald Hills Institute</a>	UT	\$109,609	Director	\$3,000	<b>\$2,972</b>	2024
<a href="#">East Austin Creative Coalition Inc</a>	TX	\$69,524	Executive Director	\$17,545	<b>\$17,487</b>	2023
<a href="#">Henryk Sienkiewicz Educational Society Inc</a>	NY	\$113,770	Secretary	\$2,970	<b>\$2,597</b>	2024
<a href="#">Asian American Unity Coalition Inc</a>	MN	\$114,560	Officer	\$1,890	<b>\$1,807</b>	2024
<a href="#">Korean Cultural Center Alaska</a>	AK	\$64,956	President	\$5,050	<b>\$4,673</b>	2024
<a href="#">Surfrider Spirit Sessions</a>	HI	\$116,087	Executive Director	\$60,039	<b>\$53,559</b>	2023
<a href="#">Mexican Institute Of Greater Houston Inc</a>	TX	\$117,406	President	\$4,375	<b>\$4,360</b>	2023
<a href="#">Persian Cultural Center Inc</a>	VA	\$117,428	President	\$42,480	<b>\$40,869</b>	2023
<a href="#">Swiss Center Of North America Inc</a>	WI	\$122,276	President/ceo (As Of April 2024)	\$51,154	<b>\$51,703</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **33** organizations. Compensation range \$571–\$78,779; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$90,500); for reference, expenses \$90,500 and assets \$90,500.
ROLE MATCH	Angelicia Simmons, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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 (Angelicia Simmons) 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 33 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 88<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.