

# Fraternity And Sorority Action Fund

Executive Director / CEO

EIN 474906970  
 DC · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Thomas Maxwell, Executive Director / CEO** (\$28,106) against **every comparable organization** that fit the selection criteria — **1074** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

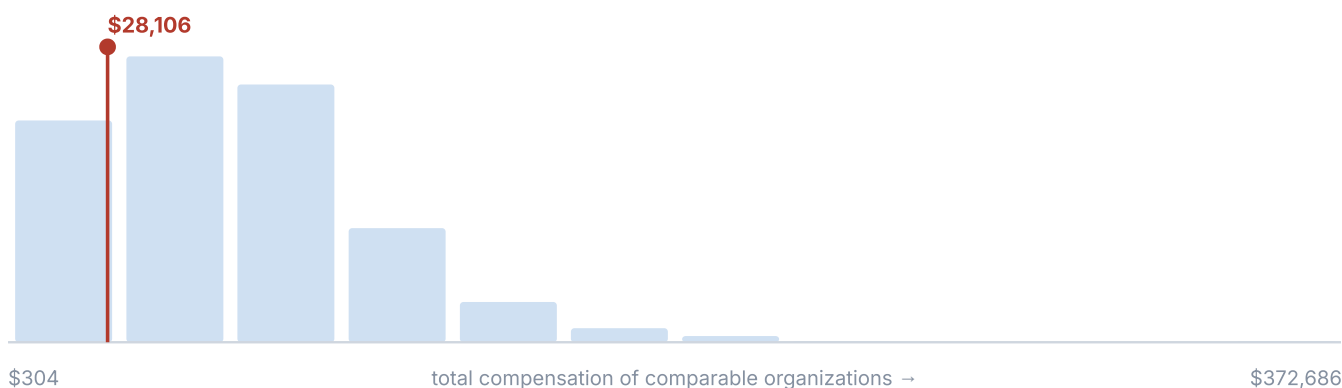
**Benchmarked executive:** Thomas Maxwell — reported title “ASSISTANT TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$211,019 and \$472,431 — 0.67x to 1.50x the subject's \$314,954 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,074** organizations qualified on sector, size, and geography → **1,074** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,968	\$33,428	\$58,767	\$84,124	\$110,159	<b>\$28,106</b>
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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 DC 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="#">Good Samaritan Medical Clinic Inc</a>	SC	\$314,951	Executive Director	\$47,430	<b>\$58,052</b>	2023
<a href="#">Lehigh Community Services Inc</a>	FL	\$314,966	Directorsecretaryexec Dire	\$29,321	<b>\$31,389</b>	2024
<a href="#">Big Homie Ministries International</a>	WA	\$315,083	Executive Director	\$67,475	<b>\$68,842</b>	2024
<a href="#">Community Counseling Associates</a>	CA	\$315,092	Ceo	\$50,010	<b>\$49,211</b>	2024
<a href="#">By His Wounds Inc</a>	VA	\$314,584	Treasurer	\$57,417	<b>\$63,176</b>	2024
<a href="#">Oasis Of Hope Center</a>	MI	\$315,411	Executive Di	\$18,500	<b>\$21,760</b>	2024
<a href="#">Wayfare Labs</a>	CA	\$314,300	President, Hildegard Colle	\$8,000	<b>\$7,872</b>	2024
<a href="#">African-american Advocacy Center For Persons With Disabilities Inc</a>	FL	\$314,106	President	\$4,720	<b>\$5,202</b>	2023
<a href="#">Copiague Christian Church</a>	NY	\$313,759	President	\$16,154	<b>\$17,126</b>	2023
<a href="#">Atlas Of Rock County</a>	MN	\$316,230	Director	\$53,166	<b>\$61,634</b>	2023
<a href="#">Dr Jennifer M Jones Foundation</a>	CA	\$316,270	President/ceo	\$161,000	<b>\$163,105</b>	2023
<a href="#">Christ Cares 4 U Ministries Inc</a>	NC	\$313,388	President	\$60,000	<b>\$70,648</b>	2024
<a href="#">Seeds Of Hope Homes Inc</a>	CA	\$316,591	President	\$32,400	<b>\$31,882</b>	2024
<a href="#">Equity &amp; Empowerment For Evanston Families</a>	IL	\$313,204	President	\$120,000	<b>\$130,974</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">P Michael Boone Foundation Inc</a>	PA	\$313,011	President	\$3,450	<b>\$3,921</b>	2024
<a href="#">The Lucas Project</a>	MI	\$317,067	Executive Di	\$48,000	<b>\$58,126</b>	2023
<a href="#">Amaana Disability Community Resource</a>	LA	\$317,109	Executive Dir.	\$46,800	<b>\$58,725</b>	2024
<a href="#">Ihope Together Inc</a>	WI	\$317,432	Executive Director	\$98,326	<b>\$114,004</b>	2025
<a href="#">The Shepherd's Hand</a>	CO	\$317,468	Former Executive Director	\$65,625	<b>\$71,709</b>	2024
<a href="#">Lakes Life Care Center Inc</a>	MN	\$317,595	Director	\$10,800	<b>\$12,161</b>	2024
<a href="#">College Hill Foundation</a>	MO	\$312,004	Executive Director	\$43,342	<b>\$52,313</b>	2024
<a href="#">Nathaniel Missionary Society Inc</a>	KY	\$311,919	Executive Director	\$21,285	<b>\$26,059</b>	2024
<a href="#">Unite Inc</a>	AL	\$318,018	Executive Director	\$33,830	<b>\$41,648</b>	2024
<a href="#">Catholic Charities Foundation 61885016</a>	WA	\$318,166	Executive Director	\$26,446	<b>\$26,982</b>	2024
<a href="#">Welcome To A New Life</a>	OH	\$318,256	Executive Di	\$57,339	<b>\$71,251</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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** **1074** organizations. Compensation range \$304–\$372,686; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$314,954); for reference, expenses \$533,579 and assets \$751,397. **Revenue and expenses diverge this year — revenue may misrepresent operating**

**size; weigh the expense-based view.**

ROLE MATCH	Thomas Maxwell, reported title "ASSISTANT TREASURER", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	19 <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 (Thomas Maxwell) 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 1074 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,106 is reasonable (approximately the 20<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 9, 2026.