



● 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 MT 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
Healing Racism Institute Inc	MA	\$213,172	Executive Director	\$120,000	\$100,037	2023
People Acting For Community Together	FL	\$212,694	Executive Director	\$65,000	\$56,647	2023
Sweet Potato Comfort Pie	MN	\$226,466	President	\$24,591	\$21,895	2024
Speaking Down Barriers	SC	\$206,153	Executive Director	\$66,200	\$64,069	2023
Coming Together Virginia	VA	\$235,100	Chief Executive Officer	\$98,577	\$88,298	2023
Waging Nonviolence Inc	NY	\$200,749	Secretary	\$46,800	\$38,106	2024
Dais Partners	PA	\$240,750	President	\$96,154	\$92,602	2022
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$96,077	2023
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$3,509	2025
Liberation Journeys	IL	\$172,127	Executive Dir.	\$91,667	\$79,112	2025
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$17,490	2023
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$8,418	2024
Nebraska Mediation Center	NE	\$160,059	Executive Director	\$38,988	\$36,811	2025
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$71,578	2024
Multicultural Alliance	TX	\$158,004	President & Ceo	\$92,000	\$85,374	2023
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$86,406	2024
Mancos Valley Resources	CO	\$294,061	Administrator	\$35,544	\$30,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
100 Black Men Of West Georgia Inc	GA	\$301,440	Coo	\$47,593	\$44,394	2023
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$38,905	2024
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$162,469	2024
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$71,658	2023
American Arab Civil Rights League	MI	\$323,637	Exective Dir	\$100,000	\$93,007	2024
White Awake	MD	\$325,386	Executive Di	\$147,824	\$124,531	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2023 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 MT 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 23 organizations. Compensation range \$3,509–\$162,469; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$218,498); for reference, expenses \$440,900 and assets \$347,855. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH China Ching, reported title "*Exec Director*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	43 rd

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 (China Ching) 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 23 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,701 is reasonable (approximately the 43rd 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.