

Unitarian Universalists For Social Justice

Executive Director / CEO

EIN 522288304

DC · NTEE R99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Pavel Dejesus, Executive Director / CEO** (\$33,456) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

Benchmarked executive: Pavel Dejesus — reported title “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 (R99).

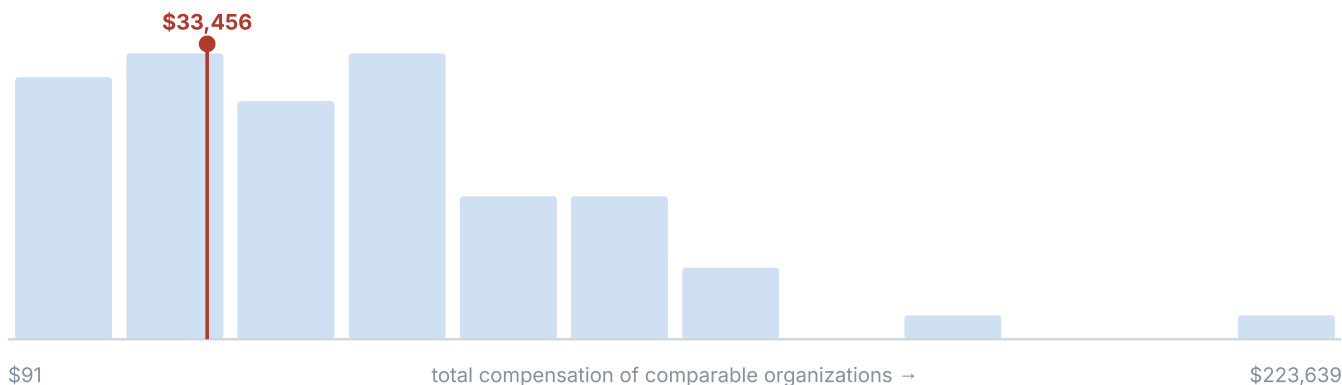
BUDGET Total revenue between \$72,008 and \$161,212 — 0.67x to 1.50x the subject's \$107,475 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

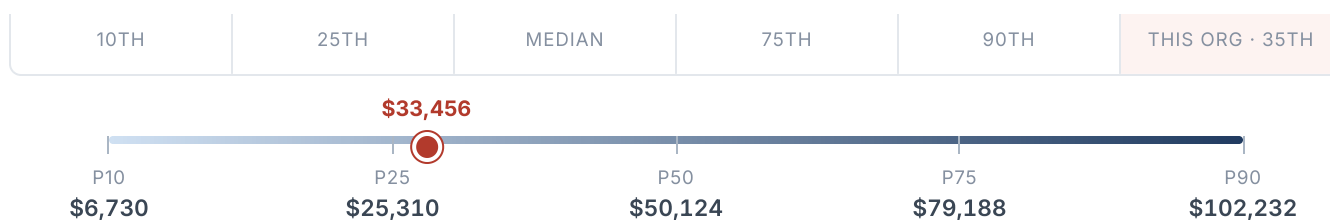
62 organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,730	\$25,310	\$50,124	\$79,188	\$102,232	\$33,456
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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 Is For	NY	\$107,850	Executive Director	\$26,000	\$26,773	2023
Medgar And Myrlie Evers Institute	MS	\$106,645	Executive Director	\$64,170	\$81,444	2023
New York Civil Rights Coalition Inc	NY	\$106,226	President & Ceo	\$95,000	\$97,825	2023
League Of Women Voters Of	CA	\$108,868	Executive Director	\$72,560	\$69,351	2024
Virginia Coalition For Open	VA	\$109,373	Executive Di	\$61,000	\$65,193	2024
Center For Digital Democracy	DC	\$105,491	President	\$126,259	\$122,637	2024
Illinois Alliance For Retired Americans	IL	\$109,743	Executive Dir.	\$58,058	\$63,177	2024
Ulysses S Grant Institute For The Study	AL	\$105,077	President And Ceo	\$187,022	\$223,639	2024
Center For The Healing Of Racism	TX	\$112,124	Executive Director	\$75,000	\$85,494	2023
Sankofa Impact	WA	\$113,817	Executive Director	\$123,013	\$125,505	2023
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$61,813	2024
Rhode Island State Right To Life Committee Inc	RI	\$114,176	Executive Director	\$43,350	\$47,369	2023
Unity Women's Desk Inc	NC	\$115,519	Pres. / Coor	\$64,828	\$74,143	2024
Trunorth Foundation	CO	\$115,536	President & Ceo	\$75,000	\$79,601	2024
Progress Texas	TX	\$116,557	Executive Director	\$12,138	\$13,836	2023
Rhode Island Cross Disability Coalition	RI	\$117,708	Operations Manager	\$4,641	\$4,926	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Wclp Endowment Foundation	CA	\$97,190	Executive Dir./president	\$19,853	\$19,536	2023
Immigrant Hope	MN	\$119,748	Board Member	\$28,252	\$31,812	2023
Institute For Research On Presidential Elections	CA	\$94,829	Vice President, Director	\$84,000	\$82,657	2023
Equalitymaine	ME	\$120,560	Pgm Director/exec Dir.	\$17,666	\$19,580	2024
Right To Life Of Southwest Indiana	IN	\$120,757	Executive Director	\$82,323	\$98,930	2023
Word Is Bond	OR	\$120,761	Executive Director	\$68,895	\$72,909	2023
Christian Womens Job Corps Of Rusk	TX	\$121,524	Executive Dir.	\$45,691	\$50,590	2024
Ka'ohana O Kalaupapa	HI	\$93,050	Executive Di	\$28,850	\$28,590	2024
Memphis For All	TN	\$124,252	Board Member	\$38,642	\$46,287	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	62 organizations. Compensation range \$91–\$223,639; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$107,475); for reference, expenses \$96,780 and assets \$133,861.
ROLE MATCH	Pavel Dejesus, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers 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	35 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	26 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 (Pavel Dejesus) 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 62 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,456 is reasonable (approximately the 35th 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.