

# Center For Digital Democracy

Executive Director / CEO

EIN 522311577

DC · NTEE R63

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey Chester, Executive Director / CEO** (\$126,259) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Jeffrey Chester — 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 (R63).

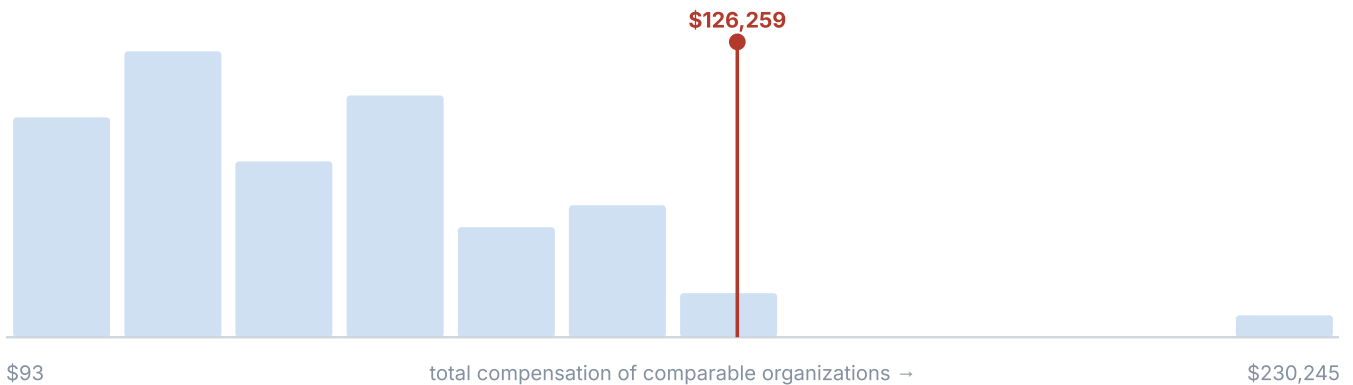
**BUDGET** Total revenue between \$70,678 and \$158,236 — 0.67x to 1.50x the subject's \$105,491 (the band tightens as size grows).

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

**56** organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$10,181</b>	<b>\$25,725</b>	<b>\$48,211</b>	<b>\$77,313</b>	<b>\$102,507</b>	<b>\$126,259</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="#">Ulysses S Grant Institute For The Study</a>	AL	\$105,077	President And Ceo	\$187,022	<b>\$230,245</b>	2024
<a href="#">New York Civil Rights Coalition Inc</a>	NY	\$106,226	President & Ceo	\$95,000	<b>\$100,715</b>	2023
<a href="#">Medgar And Myrlie Evers Institute</a>	MS	\$106,645	Executive Director	\$64,170	<b>\$83,849</b>	2023
<a href="#">Unitarian Universalists For Social Justice</a>	DC	\$107,475	Executive Director	\$33,456	<b>\$34,444</b>	2023
<a href="#">A Is For</a>	NY	\$107,850	Executive Director	\$26,000	<b>\$27,564</b>	2023
<a href="#">League Of Women Voters Of</a>	CA	\$108,868	Executive Director	\$72,560	<b>\$71,400</b>	2024
<a href="#">Virginia Coalition For Open</a>	VA	\$109,373	Executive Di	\$61,000	<b>\$67,118</b>	2024
<a href="#">Illinois Alliance For Retired Americans</a>	IL	\$109,743	Executive Dir.	\$58,058	<b>\$65,044</b>	2024
<a href="#">Center For The Healing Of Racism</a>	TX	\$112,124	Executive Director	\$75,000	<b>\$88,019</b>	2023
<a href="#">The Wclp Endowment Foundation</a>	CA	\$97,190	Executive Dir./president	\$19,853	<b>\$20,112</b>	2023
<a href="#">Sankofa Impact</a>	WA	\$113,817	Executive Director	\$123,013	<b>\$129,212</b>	2023
<a href="#">The Fund For Northern Tier Development</a>	PA	\$114,107	Executive Director	\$56,000	<b>\$63,639</b>	2024
<a href="#">Rhode Island State Right To Life Committee Inc</a>	RI	\$114,176	Executive Director	\$43,350	<b>\$48,767</b>	2023
<a href="#">Unity Women's Desk Inc</a>	NC	\$115,519	Pres. / Coor	\$64,828	<b>\$76,333</b>	2024
<a href="#">Trunorth Foundation</a>	CO	\$115,536	President & Ceo	\$75,000	<b>\$81,953</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Institute For Research On Presidential Elections</a>	CA	\$94,829	Vice President, Director	\$84,000	<b>\$85,099</b>	2023
<a href="#">Progress Texas</a>	TX	\$116,557	Executive Director	\$12,138	<b>\$14,246</b>	2023
<a href="#">Rhode Island Cross Disability Coalition</a>	RI	\$117,708	Operations Manager	\$4,641	<b>\$5,071</b>	2024
<a href="#">Ka'ohana O Kalaupapa</a>	HI	\$93,050	Executive Di	\$28,850	<b>\$29,434</b>	2024
<a href="#">Immigrant Hope</a>	MN	\$119,748	Board Member	\$28,252	<b>\$32,751</b>	2023
<a href="#">We Are All Criminals</a>	MN	\$90,485	Executive Director	\$88,988	<b>\$103,161</b>	2023
<a href="#">Grassroots Global Justice Action</a>	CA	\$90,460	Secret. Trea	\$92	<b>\$93</b>	2023
<a href="#">Equalitymaine</a>	ME	\$120,560	Pgm Director/exec Dir.	\$17,666	<b>\$20,159</b>	2024
<a href="#">Right To Life Of Southwest Indiana</a>	IN	\$120,757	Executive Director	\$82,323	<b>\$101,853</b>	2023
<a href="#">Word Is Bond</a>	OR	\$120,761	Executive Director	\$68,895	<b>\$75,063</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** 56 organizations. Compensation range \$93–\$230,245; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$105,491); for reference, expenses \$580,980 and assets \$320,494. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jeffrey Chester, reported title " <i>President</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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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 (Jeffrey Chester) 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 56 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,259 is reasonable (approximately the 95<sup>th</sup> 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.