

# Physicians For Peace

Executive Director / CEO

EIN 541532165

VA · NTEE Q300

FY ending 2025-06-30

June 11, 2026

This analysis benchmarks the total compensation of **James Morgan, Executive Director / CEO** (\$162,927) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** James Morgan — reported title “CEO (thru 9/24)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Q300).

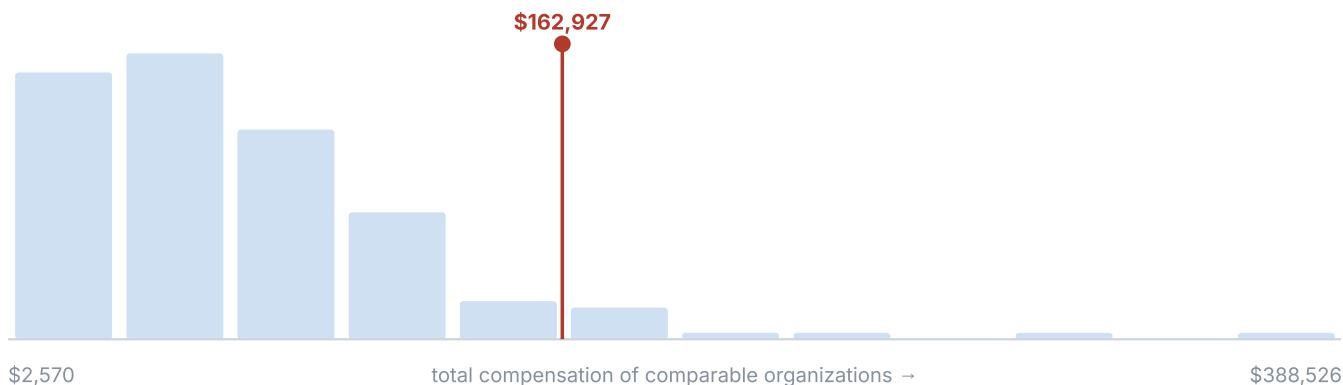
**BUDGET** Total revenue between \$334,883 and \$749,739 — 0.67x to 1.50x the subject's \$499,826 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

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

→ **155** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,802	\$33,454	\$61,163	\$93,290	\$129,914	<b>\$162,927</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 VA 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="#">Action Kivu Inc</a>	CA	\$497,688	Exec Dir & Secr	\$2,800	<b>\$2,570</b>	2024
<a href="#">Kids Play International Inc</a>	UT	\$497,148	Former Cftreasurerdirector	\$9,000	<b>\$9,792</b>	2024
<a href="#">Andando Foundation</a>	OR	\$490,653	Executive Director	\$59,325	<b>\$57,059</b>	2025
<a href="#">Empowering Action</a>	VA	\$510,231	In-country Director	\$60,226	<b>\$61,819</b>	2024
<a href="#">Habibi International</a>	CA	\$489,405	Ceo	\$21,121	<b>\$19,389</b>	2024
<a href="#">Give Us Wings</a>	MN	\$489,219	Executive Director	\$62,000	<b>\$65,128</b>	2024
<a href="#">Equipping Farmers International</a>	TN	\$488,396	Executive Director	\$34,050	<b>\$38,049</b>	2024
<a href="#">Give Chances Inc</a>	NJ	\$511,439	Secretary And Ed	\$115,990	<b>\$110,094</b>	2024
<a href="#">Survival International (Usa)</a>	CA	\$485,822	Us Director	\$84,937	<b>\$77,970</b>	2024
<a href="#">Center For Renewable Energy And</a>	OR	\$481,404	Co-exec Dire	\$46,132	<b>\$45,544</b>	2024
<a href="#">Freedom Research Foundation</a>	DC	\$479,460	Ceo/president	\$115,000	<b>\$110,451</b>	2023
<a href="#">El Enjambre Colectivo Inc</a>	PR	\$478,264	Founder	\$28,250	<b>\$28,997</b>	2024
<a href="#">Hands Of Freedom</a>	MN	\$476,698	President	\$30,000	<b>\$31,514</b>	2024
<a href="#">Asian Evangelistic Organization Inc</a>	CA	\$522,961	President	\$205,797	<b>\$188,917</b>	2024
<a href="#">Seed India</a>	TN	\$524,172	Director	\$54,401	<b>\$62,586</b>	2023
<a href="#">Global Renewal Inc</a>	PA	\$525,894	President	\$100,080	<b>\$106,100</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Physicians Fellowship Inc For</a>	MA	\$526,140	Executive Director	\$141,452	<b>\$139,121</b>	2023
<a href="#">Cispes Education Fund</a>	DC	\$472,949	President	\$44,616	<b>\$42,851</b>	2023
<a href="#">Milagro Foundation</a>	CA	\$528,137	President	\$119,492	<b>\$109,691</b>	2024
<a href="#">Amistad International</a>	CA	\$463,086	Executive Direc	\$12,000	<b>\$11,016</b>	2024
<a href="#">Construction For Change</a>	WA	\$539,205	Manager	\$20,500	<b>\$20,088</b>	2023
<a href="#">New Frontiers Health Force Inc</a>	FL	\$460,266	Director	\$40,080	<b>\$40,027</b>	2024
<a href="#">Rhizomatica Communications</a>	PA	\$542,117	Founder/pres	\$66,000	<b>\$69,969</b>	2024
<a href="#">Open Arms Worldwide</a>	VA	\$457,425	President/executive Direct	\$41,052	<b>\$42,138</b>	2024
<a href="#">The Womens Institute For Secondary Ed</a>	NC	\$451,104	Executive Dir.	\$65,974	<b>\$74,610</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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** 155 organizations. Compensation range \$2,570–\$388,526; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$499,826); for reference, expenses \$505,106 and assets \$217,214.

**ROLE MATCH** James Morgan, reported title "*CEO (thru 9/24)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	94 <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 (James Morgan) 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 11, 2026, comparing compensation against 155 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,927 is reasonable (approximately the 94<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 11, 2026.