

# 100 Black Men Of West Georgia Inc

Executive Director / CEO

EIN 582099680

GA · NTEE R30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carl Epps II, Executive Director / CEO** (\$47,593) against **every comparable organization** that fit the selection criteria — **30** 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

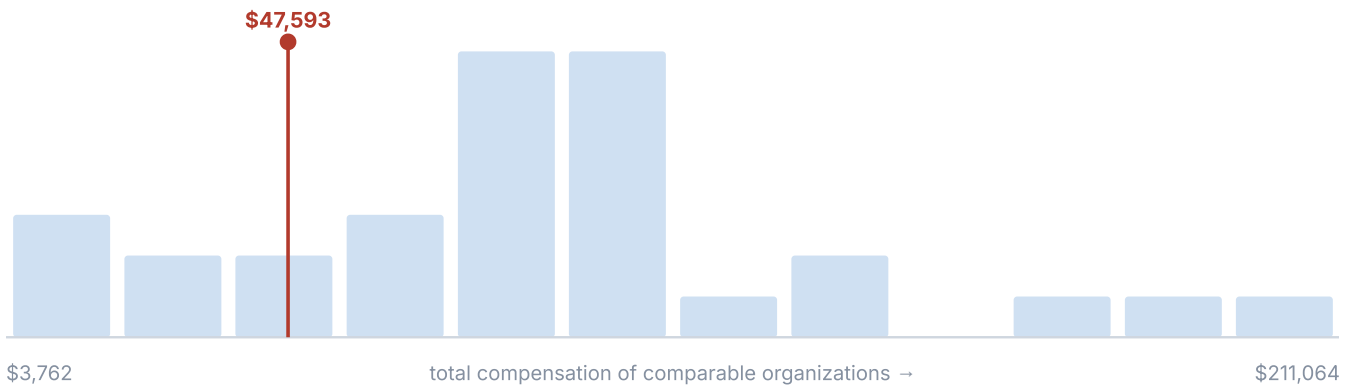
**Benchmarked executive:** Carl Epps II — reported title "COO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R30).
BUDGET	Total revenue between \$201,964 and \$452,160 — 0.67x to 1.50x the subject's \$301,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,000	\$61,816	\$82,187	\$102,660	\$137,572	\$47,593
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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 GA 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="#">Arab Film And Media Institute</a>	CA	\$307,253	Executive Director	\$50,000	<b>\$41,708</b>	2024
<a href="#">Mancos Valley Resources</a>	CO	\$294,061	Administrator	\$35,544	<b>\$32,924</b>	2024
<a href="#">The Witness Institute</a>	MD	\$316,052	Executive Director	\$192,859	<b>\$174,177</b>	2024
<a href="#">Richmonders Involved To Strengthen Our Communities</a>	VA	\$320,782	Lead Organizer	\$80,000	<b>\$76,822</b>	2023
<a href="#">Utah Center For Legal Inclusion</a>	UT	\$281,041	Executive Director	\$93,692	<b>\$92,632</b>	2024
<a href="#">American Arab Civil Rights League</a>	MI	\$323,637	Exective Dir	\$100,000	<b>\$99,709</b>	2024
<a href="#">Intercommunity Justice &amp; Peace Cent</a>	OH	\$278,990	Executive Di	\$75,000	<b>\$76,736</b>	2024
<a href="#">White Awake</a>	MD	\$325,386	Executive Di	\$147,824	<b>\$133,505</b>	2024
<a href="#">Ohio Immigrant Alliance</a>	OH	\$276,851	President	\$8,820	<b>\$9,024</b>	2024
<a href="#">Mccj.Inc</a>	FL	\$333,608	Executive Director	\$112,000	<b>\$101,640</b>	2024
<a href="#">Be Present Inc</a>	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	<b>\$18,750</b>	2023
<a href="#">Patrol Stories Inc</a>	TX	\$339,693	President	\$116,654	<b>\$112,724</b>	2024
<a href="#">Main Street Hanover Inc</a>	PA	\$261,517	Executive Di	\$4,008	<b>\$3,762</b>	2025
<a href="#">Southern Jewish</a>	GA	\$259,492	Executive Di	\$103,000	<b>\$103,000</b>	2023
<a href="#">Im From Driftwood</a>	NY	\$343,628	Executive Dir.	\$95,825	<b>\$83,647</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Network For Social Justice Inc</a>	MA	\$360,734	Executive Director	\$86,248	<b>\$77,081</b>	2023
<a href="#">Dais Partners</a>	PA	\$240,750	President	\$96,154	<b>\$99,275</b>	2022
<a href="#">Flourish Collective</a>	CA	\$363,704	Ceo	\$158,990	<b>\$132,622</b>	2024
<a href="#">Coming Together Virginia</a>	VA	\$235,100	Chief Executive Officer	\$98,577	<b>\$94,661</b>	2023
<a href="#">Sweet Potato Comfort Pie</a>	MN	\$226,466	President	\$24,591	<b>\$23,472</b>	2024
<a href="#">Montana Racial Equity Project</a>	MT	\$218,498	Exec Director	\$60,701	<b>\$65,075</b>	2023
<a href="#">Safety &amp; Health Council Of Greater Weste</a>	MO	\$386,625	Secretary	\$84,011	<b>\$85,957</b>	2024
<a href="#">Healing Racism Institute Inc</a>	MA	\$213,172	Executive Director	\$120,000	<b>\$107,246</b>	2023
<a href="#">People Acting For Community Together</a>	FL	\$212,694	Executive Director	\$65,000	<b>\$60,729</b>	2023
<a href="#">American Cntr For Religious Liberty &amp; Tolerance Inc</a>	NJ	\$393,348	Director	\$237,692	<b>\$211,064</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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** 30 organizations. Compensation range \$3,762–\$211,064; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$301,440); for reference, expenses \$317,322 and assets \$152,975.

ROLE MATCH	Carl Epps li, reported title "COO", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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 (Carl Epps li) 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 30 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,593 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.