

United Abolitionists

Executive Director / CEO

EIN 593178045

FL · NTEE A23Z

FY ending 2024-09-30

June 13, 2026

This analysis benchmarks the total compensation of **Tomas Lares, Executive Director / CEO** (\$37,491) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

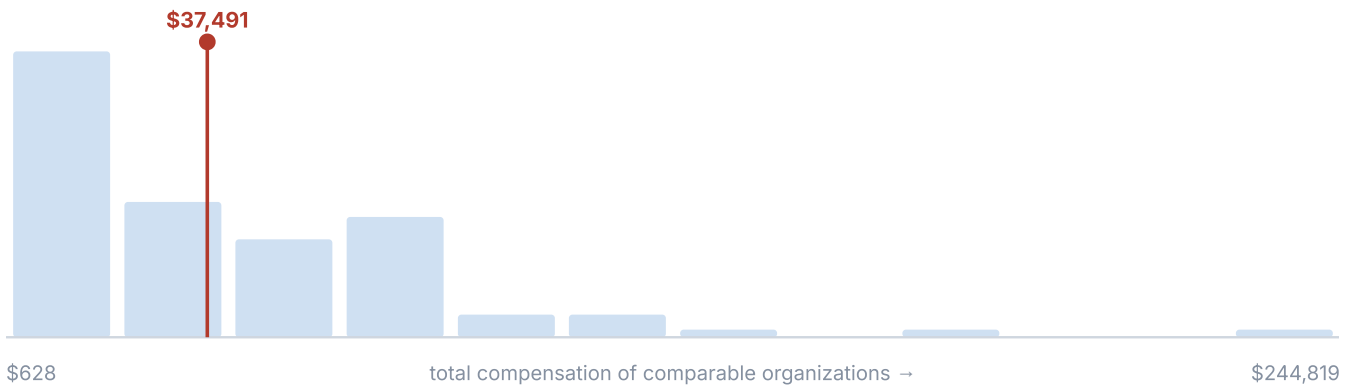
Benchmarked executive: Tomas Lares — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23Z).
BUDGET	Total revenue between \$123,070 and \$275,530 — 0.67x to 1.50x the subject's \$183,687 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,898	\$11,183	\$33,484	\$63,197	\$80,705	\$37,491
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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 FL 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
Century Chinese Language School Of	MA	\$183,265	Principal	\$5,198	\$4,844	2025
Ceny Centro Educativo Inc	NY	\$184,251	Secretary	\$12,000	\$11,543	2024
Razorcake Gorsky Press Inc	CA	\$184,734	Exec Directo	\$12,028	\$11,382	2023
Irish Outreach San Diego Inc	CA	\$182,111	Executive Director	\$60,000	\$55,151	2024
Young Indian Culture Group Inc	NY	\$181,746	President	\$21,750	\$20,921	2024
Torrance Chinese School	CA	\$186,971	President	\$15,404	\$13,794	2025
Six Nations Iroquois Cultural	NY	\$187,701	Treasurer	\$13,800	\$13,667	2023
Minnesota International Chines	MN	\$179,407	Principal	\$11,720	\$12,010	2025
City Of Erie Cable Tv Access Corp	PA	\$188,446	Executive Dir.	\$36,108	\$38,330	2024
Every Black Life Matters Inc	TX	\$190,457	Director	\$57,200	\$60,907	2024
Hawaiian Outrigger Canoe Voyaging	HI	\$174,552	Executive Di	\$70,000	\$66,713	2024
Al-nahda Centernfp	IL	\$174,180	Director	\$16,644	\$17,933	2023
Irish Fest Of The Fox Cities Inc	WI	\$196,596	Director	\$10,000	\$11,117	2024
Alliance Francaise & Language Ctr	RI	\$199,404	Former Direc	\$11,600	\$11,535	2025
Southwest Seminars Inc	NM	\$202,430	President	\$31,409	\$37,023	2023
Arte Noir	WA	\$202,525	Executive Dir.	\$25,079	\$23,901	2024
Ellen Johnson Sirleaf Presidential	DC	\$202,746	Chief Operating Officer	\$77,826	\$72,698	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minnesota African American Heritage	MN	\$203,977	Treasurer	\$48,057	\$50,548	2024
Pcs Educational Foundation Inc	PA	\$204,162	Principal	\$4,696	\$4,985	2024
Brethren & Mennonite Heritage	VA	\$162,847	Executive Di	\$65,992	\$69,830	2023
Grit And Grace Girls Inc	TX	\$206,065	Director	\$31,500	\$34,532	2023
Juneteenth Ri	RI	\$206,595	Board President	\$4,500	\$4,593	2024
German American Cultural Society	RI	\$206,873	Treasurer	\$4,761	\$4,860	2024
Massachusetts Center For Native American Awareness Inc	MA	\$210,887	President	\$37,000	\$34,480	2025
Tubatulabals Of Kern Valley	CA	\$155,709	Chairman	\$4,840	\$4,449	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	94 organizations. Compensation range \$628–\$244,819; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$183,687); for reference, expenses \$235,155 and assets \$26,597.
ROLE MATCH	Tomas Lares, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	57 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	57 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 (Tomas Lares) 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 13, 2026, comparing compensation against 94 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,491 is reasonable (approximately the 57th 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 13, 2026.