

Mississippi Rising Coalition

Executive Director / CEO

EIN 812382364
 MS · NTEE R01
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lea Campbell, Executive Director / CEO** (\$44,450) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

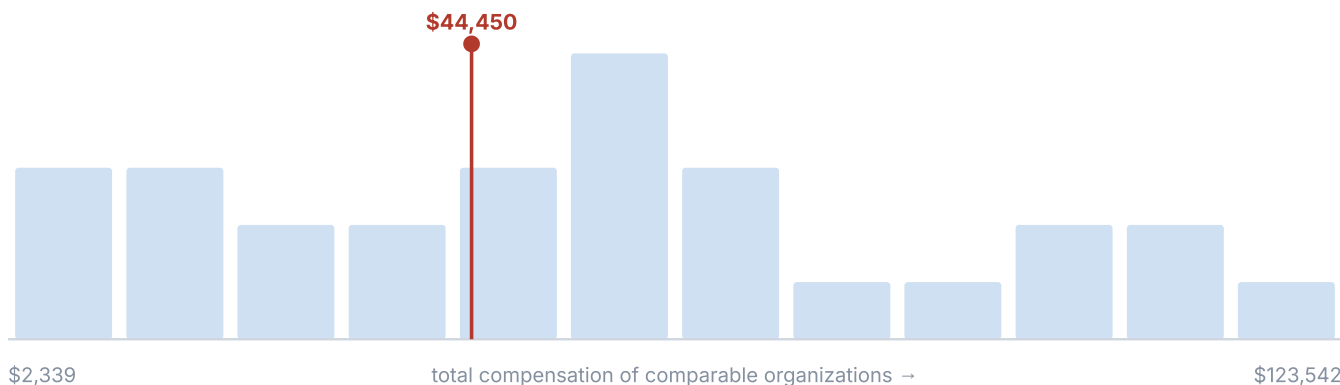
Benchmarked executive: Lea Campbell — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R01).
BUDGET	Total revenue between \$144,573 and \$323,671 — 0.67x to 1.50x the subject's \$215,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,500	\$28,903	\$53,845	\$72,342	\$99,676	\$44,450
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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 MS 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
North Dakota Family Alliance	ND	\$217,303	Executive Di	\$92,497	\$91,140	2024
New Tolerance Campaign	AZ	\$217,821	President	\$67,500	\$58,286	2024
Floridians For Alternatives To The Death	FL	\$213,697	Executive Director	\$65,000	\$54,826	2024
Oregon Alliance To Prevent Gun Violence For Safety	OR	\$221,309	Executive Director	\$76,101	\$65,328	2023
Muslimahs United	OR	\$208,627	Executive Di	\$59,192	\$50,812	2023
New Jersey Black Empowerment Coalition Inc	NJ	\$207,388	Executive Director	\$130,000	\$104,215	2024
Justice For Migrant Families Why	NY	\$206,494	Executive Dir.	\$57,316	\$47,876	2023
New Path 1010 Inc	GA	\$205,668	Executive Director	\$63,345	\$55,713	2025
Genequality Inc	DE	\$232,828	Founder & Executive Director	\$75,000	\$67,884	2023
Goal Justice	SC	\$233,753	Lead Organizer	\$63,000	\$59,012	2024
Black Arts Movement Business District Development	CA	\$193,004	Executive Director	\$121,167	\$96,717	2023
Conservative Roundtable Of Texas	TX	\$239,624	Executive Director	\$117,200	\$105,263	2024
Fundamedios Inc	DC	\$243,754	Chief Executive Officer	\$6,000	\$4,727	2024
New Jersey Coalition Against Human Trafficking Inc	NJ	\$183,556	Vice President	\$23,150	\$18,080	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
People's Justice Project	OH	\$249,116	Executive Director	\$80,417	\$78,734	2023
Advancement Project Action Fund	DC	\$250,000	President, Executive Director	\$47,237	\$37,218	2024
Rise Foundation	VA	\$260,769	Executive Di	\$34,375	\$30,681	2023
American Constitutional Rights Union	FL	\$263,886	President/ceo	\$22,500	\$18,978	2024
Future Georgia Inc Db Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$123,542	2024
Hammer & Hope Inc	NY	\$150,840	President	\$2,800	\$2,339	2023
Global Zero Action	DC	\$150,369	President	\$29,055	\$23,569	2023
The Opportunity To Learn Action Fund	MA	\$150,000	Treasurer	\$61,234	\$50,866	2023
Ella Baker Center Action Fund	CA	\$283,872	Secretary And Director	\$12,226	\$9,479	2024
Greater Spokane Action	WA	\$291,825	Executive Dir.	\$25,028	\$20,713	2023
Greater Spokane Progress	WA	\$299,949	Executive Director	\$63,875	\$52,864	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 28 organizations. Compensation range \$2,339–\$123,542; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$215,781); for reference, expenses \$195,709 and assets \$416,122.

ROLE MATCH Lea Campbell, reported title "*PRESIDENT*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	36 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	25 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 (Lea Campbell) 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 28 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,450 is reasonable (approximately the 36th 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.