

Data For Black Lives Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Yeshimabeit Milner, Executive Director / CEO** (\$190,042) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

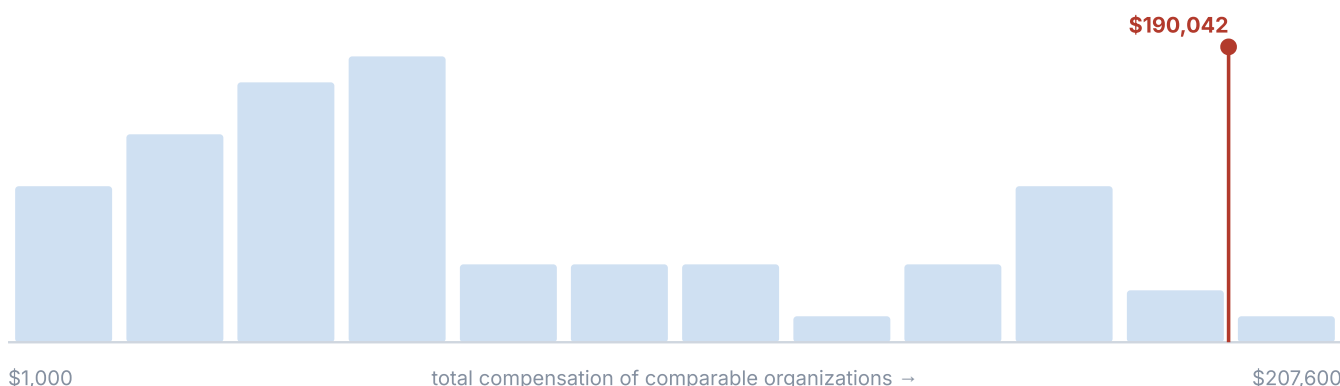
Benchmarked executive: Yeshimabeit Milner — reported title “CoFounderCEO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (V31).
- BUDGET** Total revenue between \$188,915 and \$422,944 — 0.67x to 1.50x the subject's \$281,963 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,201	\$36,767	\$60,301	\$114,610	\$168,236	\$190,042
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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
Coalition Of Wisconsin Aging Groups	WI	\$286,466	President	\$103,149	\$114,672	2024
Missouri Appleseed	MO	\$276,837	Executive Director	\$90,000	\$101,471	2024
The Institute For Cultural Evolution	CO	\$287,835	President	\$150,431	\$158,081	2023
Santa Barbara Institute For	CA	\$273,664	President	\$50,004	\$45,963	2024
United States Geospatial	VA	\$290,487	Chief Exec.	\$2,472	\$2,616	2023
Employment Research & Development Instit	IL	\$270,853	President	\$174,389	\$187,891	2023
Secular Coalition For America Education Fund	DC	\$293,267	Executive Director	\$64,016	\$61,565	2023
Public Broadcasting Network Inc	MO	\$294,178	Ceo	\$117,000	\$135,808	2023
Center For Cuban Studiesinc	NY	\$296,120	Exec. Dir/secre	\$16,640	\$16,006	2024
Wisconsin Council On Economic	WI	\$267,199	Executive Di	\$123,096	\$140,889	2023
Alabama Council On Economic Education	AL	\$297,007	Executive Program Director	\$43,937	\$50,528	2024
Liam's Chancebehavioralservicesinc	VA	\$298,149	Executive Di	\$95,500	\$101,055	2023
Bounce Beyond Inc	MA	\$265,611	Co-chair	\$114,167	\$109,208	2024
Institute For The Study Of Man Inc	VA	\$259,303	Director, President, Secretary/treasurer	\$39,646	\$47,169	2021
The Gen Next Foundation Inc	CA	\$258,246	Ceo	\$40,000	\$36,767	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Partnership Systems	CA	\$305,972	President And Co-founder	\$50,000	\$45,959	2024
Telosa Community Foundation	CA	\$308,210	Ceo, Secretary, Treasurer	\$200,000	\$183,837	2024
Society For Social Studies Of Science	GA	\$252,486	Managing Director	\$107,080	\$114,610	2024
Eastern Sociological Society	NJ	\$312,665	Exec. Officer	\$69,259	\$65,825	2024
Celsius Inc	DC	\$248,805	Executive Director/chair	\$182,716	\$170,678	2024
Center For The Study Of Organized Hate Inc	DC	\$248,569	Secretary/treasurer	\$4,050	\$3,783	2024
The Rhine Research Center Inc	NC	\$322,718	Executive Director	\$73,129	\$82,810	2023
Feminist Studies Inc	VA	\$238,305	Secretary/treasurer	\$41,085	\$43,475	2023
Massachusetts Institute For	MA	\$234,189	Director Of Admin & Commun	\$84,000	\$80,351	2024
Georgia Council For Social Sciences	GA	\$234,171	Executive Director	\$12,000	\$12,844	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 57 organizations. Compensation range \$1,000–\$207,600; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$281,963); for reference, expenses \$1,690,385 and assets \$328,603. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Yeshimabeit Milner, reported title "CoFounderCEO", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 5 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	98 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	96 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 (Yeshimabeit Milner) 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 57 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$190,042 is reasonable (approximately the 98th 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.