

Working To Extend Anti-racist Education Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ronda Taylor Bullock, Executive Director / CEO** (\$102,996) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Ronda Taylor Bullock — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B01).

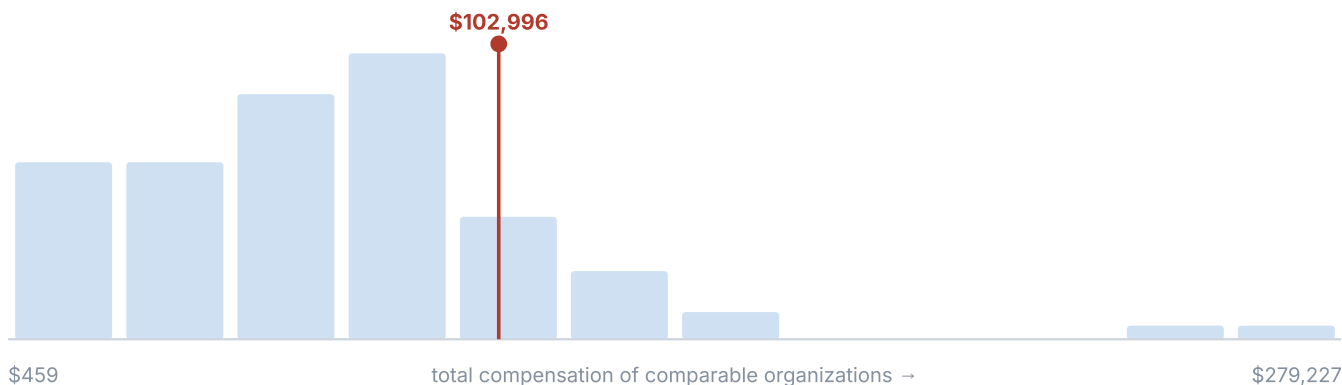
BUDGET Total revenue between \$230,764 and \$516,636 — 0.67x to 1.50x the subject's \$344,424 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,703	\$40,892	\$64,571	\$86,094	\$118,773	\$102,996
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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 NC 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
Sheros Rise Inc	CA	\$342,948	President	\$30,000	\$25,735	2024
Delaware Charter Schools Network	DE	\$349,872	Ceo	\$100,000	\$97,271	2024
Supportive Childcare Provider Alliance Scpa	WA	\$336,385	Executive Director	\$62,500	\$55,588	2024
Let Our Voices Empower	VA	\$332,985	Executive Director	\$90,734	\$84,787	2025
The 15 White Coats Inc	LA	\$359,824	Executive Director	\$36,923	\$41,582	2023
1 Vote Counts	PA	\$326,752	Executive Director	\$57,200	\$56,666	2024
Maryland Family Institute	MD	\$367,020	President	\$37,500	\$35,857	2023
Idaho Family Policy Center Inc	ID	\$372,895	President	\$118,850	\$129,308	2023
Vip Consortium Inc	GA	\$373,476	Executive Director	\$6,000	\$5,993	2024
Parents Engaging Parents	NJ	\$314,912	Executive Director	\$60,269	\$52,078	2025
The Uprise Collective	OR	\$375,361	Executive Dir.	\$91,106	\$84,049	2024
South Carolina First Steps To	SC	\$311,127	Executive Di	\$76,933	\$82,086	2023
Turn The Page Stl	MO	\$378,952	Executive Director	\$80,545	\$84,747	2024
Higher Education Reform Coalition Inc	FL	\$309,118	President & Treasurer	\$7,500	\$7,206	2023
Trans Women In Need Of Services Inc	FL	\$380,202	Executive Director	\$116,875	\$109,071	2024
Every Brain Matters Corporation	CO	\$308,394	President	\$91,154	\$86,830	2024
Boost Oregon	OR	\$307,598	Executive Dir.	\$41,906	\$38,660	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greenwood Education Foundation	IN	\$307,001	Executive Di	\$45,833	\$46,777	2025
National Assn Of Worksite Health Care	TX	\$301,700	Executive Director	\$52,562	\$52,232	2024
South Carolina First Steps	SC	\$301,081	Executive Di	\$41,646	\$44,436	2023
Readmontana	MT	\$388,525	Executive Dir.	\$80,400	\$86,095	2024
Grow Allen Inc	IN	\$298,000	Executive Di	\$71,058	\$74,441	2024
Empower 8 Inc	CA	\$391,749	Executive Dir.	\$89,073	\$76,408	2024
Institute For Black Solidarity With Israel	NC	\$294,916	Chief Executive Officer	\$92,931	\$95,390	2024
Redemption Foundation	MI	\$283,390	Executive Director (Ended 4/24)	\$20,502	\$21,022	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	83 organizations. Compensation range \$459–\$279,227; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$344,424); for reference, expenses \$485,274 and assets \$36,025. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ronda Taylor Bullock, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	84 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	83 rd

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 (Ronda Taylor Bullock) 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 83 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,996 is reasonable (approximately the 84th 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.