

This analysis benchmarks the total compensation of **Eric Nathan Richardson, Executive Director / CEO** (\$9,555) 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 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

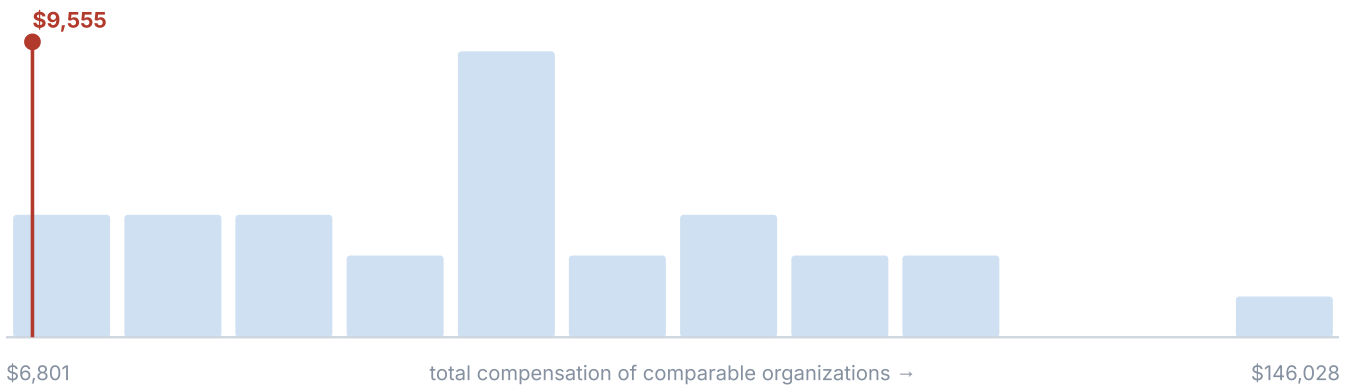
**Benchmarked executive:** Eric Nathan Richardson — reported title “Mr”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q70).
BUDGET	Total revenue between \$183,451 and \$410,712 — 0.67x to 1.50x the subject's \$273,808 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q70), 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



\$20,825	\$34,992	\$58,689	\$79,726	\$98,755	\$9,555
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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 MI 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="#">Africa School Assistance Project</a>	CO	\$276,789	Executive Director	\$90,600	<b>\$81,752</b>	2024
<a href="#">Project Suma Inc</a>	GA	\$277,482	Intl Director	\$36,996	<b>\$35,006</b>	2024
<a href="#">Identify Inc</a>	GA	\$268,339	Director	\$78,000	<b>\$75,983</b>	2023
<a href="#">Smex Usa Inc</a>	DC	\$282,710	Ceo And Vice President Of The Board	\$22,000	<b>\$18,168</b>	2024
<a href="#">South Texas Human Rights Center Inc</a>	TX	\$283,213	Board Treasurer	\$23,333	<b>\$21,964</b>	2024
<a href="#">Bay Area Anti-trafficking Coalition</a>	CA	\$256,892	President	\$120,200	<b>\$97,673</b>	2024
<a href="#">Friends Of The Congo</a>	DC	\$291,634	Executive Director	\$8,000	<b>\$6,801</b>	2023
<a href="#">Rescue Pink Inc</a>	TX	\$302,677	President	\$66,000	<b>\$63,963</b>	2023
<a href="#">The 88 Project</a>	IL	\$305,757	Executive Dir	\$95,413	<b>\$90,879</b>	2023
<a href="#">International Tibet Network</a>	CA	\$307,132	Executive Director	\$48,336	<b>\$40,437</b>	2023
<a href="#">Amnistia Internacional- seccion De Puerto Rico Inc</a>	PR	\$238,927	Executive Director	\$59,600	<b>\$57,890</b>	2024
<a href="#">Allies Inc</a>	IN	\$227,662	Executive Di	\$60,830	<b>\$62,150</b>	2023
<a href="#">Guatemala Human Rights Commission U S A</a>	DC	\$226,075	Advocacy Director	\$61,919	<b>\$52,642</b>	2023
<a href="#">Cuba Independiente Inc</a>	FL	\$223,167	President	\$12,000	<b>\$10,609</b>	2024
<a href="#">Advocates International Inc</a>	VA	\$218,160	President	\$108,270	<b>\$101,281</b>	2023
<a href="#">If Americans Knew</a>	CA	\$331,563	President	\$71,108	<b>\$59,488</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alight Alliance To Lead Impact In Global</a>	CO	\$333,478	Executive Director	\$118,421	<b>\$106,857</b>	2024
<a href="#">Foundation For Freedom</a>	WA	\$339,971	President	\$72,000	<b>\$60,661</b>	2024
<a href="#">Dark Bali</a>	CA	\$342,650	Executive Dir.	\$64,618	<b>\$52,508</b>	2024
<a href="#">Accessibility Accelerator Inc</a>	NY	\$344,297	Executive Director	\$64,642	<b>\$54,968</b>	2024
<a href="#">Hope Outreach International</a>	FL	\$345,598	Executive Director	\$38,400	<b>\$34,950</b>	2023
<a href="#">Hostage Families Alliance</a>	DC	\$358,534	President	\$28,334	<b>\$23,398</b>	2024
<a href="#">Siamak Pourzand Foundation</a>	MD	\$374,715	Executive Director	\$80,556	<b>\$70,872</b>	2024
<a href="#">Eg Justice</a>	DC	\$379,194	Executive Dir.	\$93,500	<b>\$79,492</b>	2023
<a href="#">Women's Rights Without Frontiers</a>	MD	\$386,272	President	\$165,982	<b>\$146,028</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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** 28 organizations. Compensation range \$6,801–\$146,028; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$273,808); for reference, expenses \$111,684 and assets \$273,808. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Eric Nathan Richardson, reported title "Mr", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Eric Nathan Richardson) 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 (Q70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,555 is reasonable (approximately the 4<sup>th</sup> 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.