

Alabama Justice Initiative

Executive Director / CEO

EIN 832673378

AL · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Latonya Tate, Executive Director / CEO** (\$126,617) 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 **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Latonya Tate — reported title "BOARD PRESIDENT/ EXECUTIVE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

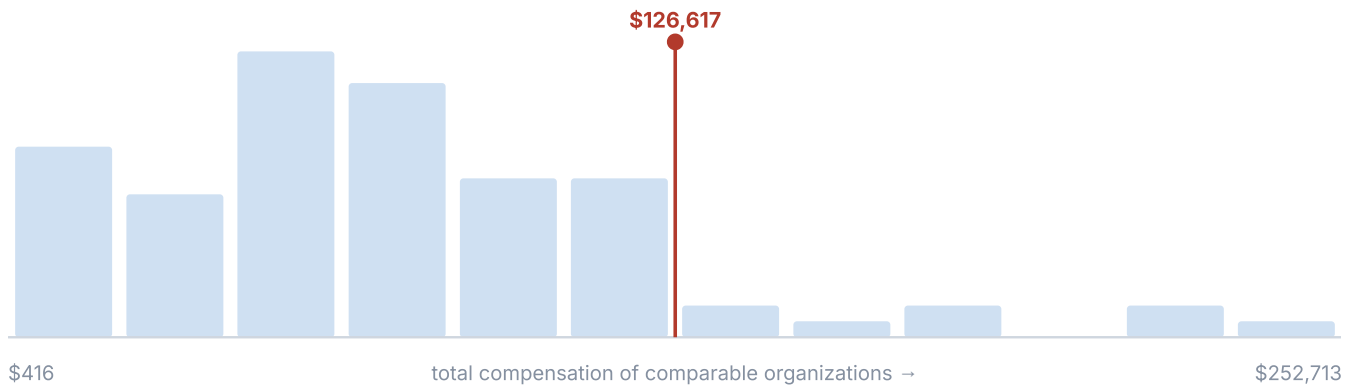
BUDGET Total revenue between \$283,004 and \$633,592 — 0.67x to 1.50x the subject's \$422,395 (the band tightens as size grows).

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



\$14,344	\$44,405	\$67,391	\$93,566	\$116,948	\$126,617
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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 AL 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
South Carolina First Steps To	SC	\$423,812	Executive Di	\$48,125	\$46,473	2023
Nashville Propel Parent Institute Inc	TN	\$417,900	Executive Director	\$106,347	\$100,504	2024
Be Loud Studios	LA	\$417,018	Executive Dir.	\$70,000	\$69,301	2024
Paltrek Inc	NY	\$416,989	Director	\$11,485	\$9,606	2023
District Of Columbia Association For The	DC	\$428,548	Exec. Dir. (From 6/2024-12/2024)	\$68,269	\$53,862	2024
Biomimicry For Social Innovation	NM	\$432,266	Executive Director	\$36,546	\$36,384	2023
Substance Abuse Program Administrators Association	FL	\$432,486	Executive Director	\$110,446	\$93,284	2024
Scotland County Partnership For	NC	\$436,229	Exe.director	\$96,611	\$92,402	2023
South Carolina First Steps	SC	\$406,282	Executive Di	\$57,503	\$55,529	2023
Choose Aerospace Inc	OK	\$443,443	Executive Director	\$110,344	\$109,241	2024
National Latino Farmers And Ranchers	DC	\$446,919	Chairman Of The Board	\$16,000	\$12,624	2024
The Kroussaw Foundation	DC	\$449,643	President & Ceo	\$66,349	\$50,998	2025
Empower 8 Inc	CA	\$391,749	Executive Dir.	\$89,073	\$69,153	2024
Readmontana	MT	\$388,525	Executive Dir.	\$80,400	\$77,920	2024
Ne Steam Coalition	OR	\$459,582	Executive Di	\$265,556	\$221,722	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mclain Association For Children	CA	\$462,202	Ceo	\$91,000	\$70,648	2024
Chowan Perquimans Smart Start Partnership	NC	\$463,807	Executive Director	\$83,873	\$77,917	2024
Trans Women In Need Of Services Inc	FL	\$380,202	Executive Director	\$116,875	\$98,715	2024
Turn The Page Stl	MO	\$378,952	Executive Director	\$80,545	\$76,700	2024
The Uprise Collective	OR	\$375,361	Executive Dir.	\$91,106	\$76,068	2024
Vip Consortium Inc	GA	\$373,476	Executive Director	\$6,000	\$5,424	2024
Idaho Family Policy Center Inc	ID	\$372,895	President	\$118,850	\$117,030	2023
Maryland Family Institute	MD	\$367,020	President	\$37,500	\$32,452	2023
Houghton Main Street Foundation	DC	\$477,847	Director	\$2,000	\$1,578	2024
First Gen Scholars	CA	\$479,860	President/executive Direct	\$79,063	\$61,381	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 \$416–\$252,713; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$422,395); for reference, expenses \$322,684 and assets \$507,048.

ROLE MATCH	Latonya Tate, reported title " <i>BOARD PRESIDENT/ EXECUTIVE</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	5 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	90 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	90 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 (Latonya Tate) 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 \$126,617 is reasonable (approximately the 90th 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.