

Black Socialists Of America

Executive Director / CEO

EIN 843589987

NY · NTEE R01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Cook, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Cook — 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 (R01).

BUDGET Total revenue between \$42,787 and \$95,793 — 0.67x to 1.50x the subject's \$63,862 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,143	\$27,701	\$38,791	\$68,532	\$90,881	\$70,000
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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 NY 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
Campaign Legal Center Action	DC	\$62,705	President	\$45,477	\$44,164	2023
Maxcen-maxmath Women Society Inc Oklahoma Branch	OK	\$65,539	Ceo	\$5,190	\$6,143	2024
Black Lives Matter Grassroots Inc	CA	\$55,514	President	\$40,000	\$37,127	2024
Real Property Alliance	IL	\$53,737	Ceo/secretary	\$549,419	\$580,600	2024
Commonwealth Long Term Care Foundation	VA	\$53,038	President	\$25,925	\$27,701	2023
Stronger Together Movement Inc	OK	\$52,184	Executive Director	\$67,380	\$82,107	2023
Be Ready Inc	NJ	\$51,681	Executive Director	\$35,889	\$34,443	2024
La Voice Action	CA	\$49,567	Executive Director	\$71,717	\$68,532	2023
Gare Global Alliance For The Rights	CA	\$48,692	Executive Director	\$42,000	\$38,983	2024
Truth Wins Out Inc	FL	\$48,207	President	\$40,615	\$42,224	2023
Action For A Progressive Future	CA	\$80,198	National Director	\$25,699	\$24,558	2023
Maine Civic Action	ME	\$47,054	Executive Di	\$38,163	\$42,290	2023
Arizonans Concerned About Smoking Inc	AZ	\$44,255	Executive Director	\$37,525	\$38,791	2024
Comite Pro 1	CA	\$44,030	Owner	\$1,890	\$1,754	2024
Right To Life Of So Indiana Educ Fd	IN	\$84,461	Exec Director/president	\$30,300	\$34,347	2024
Human Coalition Action	TX	\$42,792	Executive Director	\$13,918	\$15,407	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Next Steps Florida Inc	FL	\$85,258	Executive Di	\$90,000	\$90,881	2024
Grassroots Global Justice Action	CA	\$90,460	Secret. Trea	\$92	\$88	2023
We Are All Criminals	MN	\$90,485	Executive Director	\$88,988	\$97,308	2023
Ka'ohana O Kalaupapa	HI	\$93,050	Executive Di	\$28,850	\$27,764	2024
Institute For Research On Presidential Elections	CA	\$94,829	Vice President, Director	\$84,000	\$80,270	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	21 organizations. Compensation range \$88–\$580,600; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$63,862); for reference, expenses \$85,244 and assets \$228,679.
ROLE MATCH	Daniel Cook, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	76th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	52 nd

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 (Daniel Cook) 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 21 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 76th 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.