

Healing Racism Institute Inc

Executive Director / CEO

EIN 844944655

MA · NTEE R30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vanessa Otero, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

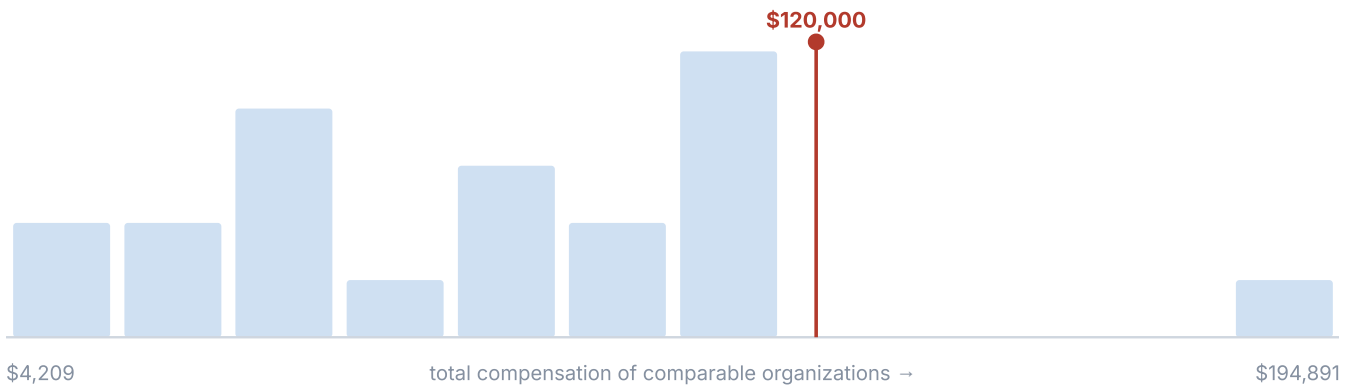
Benchmarked executive: Vanessa Otero — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R30).
BUDGET	Total revenue between \$142,825 and \$319,758 — 0.67x to 1.50x the subject's \$213,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,892	\$42,328	\$70,383	\$102,721	\$111,498	\$120,000
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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 MA 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
People Acting For Community Together	FL	\$212,694	Executive Director	\$65,000	\$67,952	2023
Montana Racial Equity Project	MT	\$218,498	Exec Director	\$60,701	\$72,814	2023
Speaking Down Barriers	SC	\$206,153	Executive Director	\$66,200	\$76,855	2023
Waging Nonviolence Inc	NY	\$200,749	Secretary	\$46,800	\$45,710	2024
Sweet Potato Comfort Pie	MN	\$226,466	President	\$24,591	\$26,264	2024
Coming Together Virginia	VA	\$235,100	Chief Executive Officer	\$98,577	\$105,919	2023
Dais Partners	PA	\$240,750	President	\$96,154	\$111,081	2022
Liberation Journeys	IL	\$172,127	Executive Dir.	\$91,667	\$94,899	2025
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$115,249	2023
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$4,209	2025
Nebraska Mediation Center	NE	\$160,059	Executive Director	\$38,988	\$44,157	2025
Multicultural Alliance	TX	\$158,004	President & Ceo	\$92,000	\$102,412	2023
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$20,980	2023
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$10,097	2024
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$85,862	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$103,649	2024
Mancos Valley Resources	CO	\$294,061	Administrator	\$35,544	\$36,839	2024
100 Black Men Of West Georgia Inc	GA	\$301,440	Coo	\$47,593	\$53,253	2023
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$46,668	2024
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$194,891	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	20 organizations. Compensation range \$4,209–\$194,891; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$213,172); for reference, expenses \$316,535 and assets \$436,876. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Vanessa Otero, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	95 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 (Vanessa Otero) 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 20 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 95th 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.