

# Democratic Alliance Initiative

Executive Director / CEO

EIN 851677208

VA · NTEE Q01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Noah Pollak, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **526** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

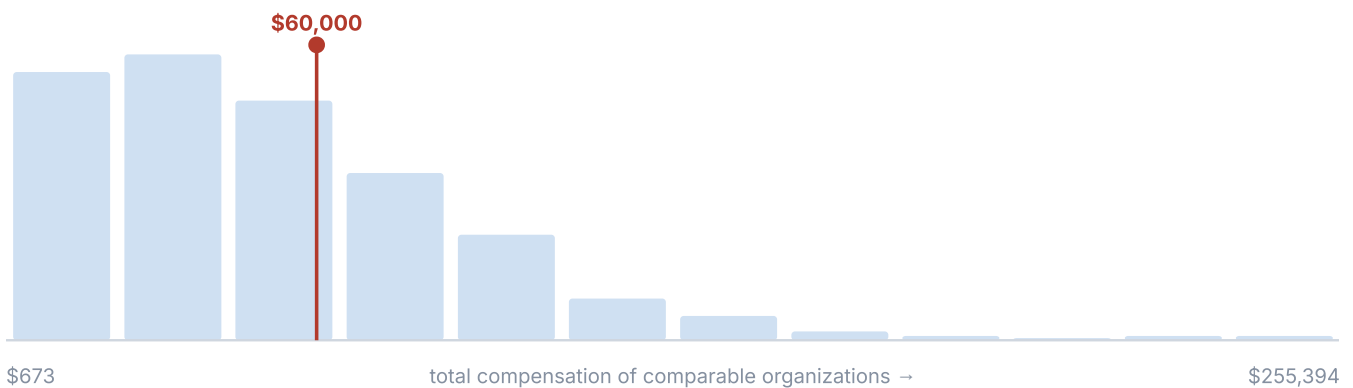
**Benchmarked executive:** Noah Pollak — reported title “PRESIDENT/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q01).
BUDGET	Total revenue between \$167,500 and \$375,000 — 0.67x to 1.50x the subject's \$250,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**526** organizations qualified on sector, size, and geography → **526** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,733	\$23,245	\$45,072	\$69,872	\$96,440	\$60,000
---------	----------	----------	----------	----------	----------



## ● 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 VA 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="#">Janes House</a>	WA	\$249,639	President	\$104,025	<b>\$96,458</b>	2023
<a href="#">Beyond Capital Fund</a>	TX	\$249,507	Treasurer/se	\$80,000	<b>\$80,503</b>	2024
<a href="#">Nautilus Of America Inc</a>	CA	\$250,590	Executive Dir.	\$133,007	<b>\$118,950</b>	2023
<a href="#">Kizimani</a>	OR	\$250,607	Executive Di	\$38,220	<b>\$35,705</b>	2024
<a href="#">Somali American Social Service</a>	MN	\$251,431	Executive Di	\$45,750	<b>\$45,476</b>	2024
<a href="#">Unatti Foundation</a>	CA	\$247,939	President	\$38,000	<b>\$33,009</b>	2024
<a href="#">Global Roots</a>	OR	\$252,153	Presidentchair	\$75,000	<b>\$70,065</b>	2024
<a href="#">Secure Families Initiative</a>	DC	\$252,368	Executive Director	\$43,363	<b>\$38,280</b>	2024
<a href="#">International Faith Initiativesinc</a>	IN	\$252,430	President	\$39,500	<b>\$43,142</b>	2023
<a href="#">Health Outreach Foundation</a>	MO	\$252,972	Executive Director	\$92,937	<b>\$101,947</b>	2023
<a href="#">Farms International Inc</a>	MN	\$253,049	Executive Di	\$60,985	<b>\$59,057</b>	2025
<a href="#">Association For The Advancement Of</a>	WA	\$253,184	Administrative Executive Director	\$48,510	<b>\$44,981</b>	2023
<a href="#">Hope 4 Women International</a>	IA	\$245,988	President Ceo	\$14,256	<b>\$16,166</b>	2023
<a href="#">Equip Mozambique</a>	MO	\$245,928	Executive Director	\$47,000	<b>\$51,557</b>	2023
<a href="#">Haiti Reforestation Partnership</a>	VA	\$245,911	Executive Dir.	\$44,000	<b>\$42,738</b>	2024
<a href="#">Paraguay Baptist Medical Center Foundation</a>	TX	\$254,537	Exec. Director	\$20,500	<b>\$21,238</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rooted Wisdom Africa</a>	CO	\$254,549	Executive Dir.	\$74,167	<b>\$71,542</b>	2024
<a href="#">International Consortium On Governmental</a>	VA	\$245,089	Managing Director	\$89,625	<b>\$89,625</b>	2023
<a href="#">Holistic Resilience</a>	CA	\$254,915	President	\$50,251	<b>\$44,940</b>	2023
<a href="#">Armenian National Institute Inc</a>	DC	\$255,188	Director	\$31,693	<b>\$28,804</b>	2023
<a href="#">Whatcom Peace &amp; Justice Center</a>	WA	\$244,805	Executive Director	\$71,190	<b>\$64,118</b>	2024
<a href="#">Elevate Nepal Inc</a>	AZ	\$255,218	Officer	\$61,836	<b>\$59,824</b>	2024
<a href="#">Archangels Project</a>	CO	\$255,235	President	\$64,202	<b>\$63,759</b>	2023
<a href="#">A Touch Of Love Foundation</a>	CA	\$244,733	President	\$74,868	<b>\$65,035</b>	2024
<a href="#">Benedictine Sister Of St Agnes Of</a>	MN	\$244,669	Treasurer, Dir.	\$6,000	<b>\$6,392</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	<b>526</b> organizations. Compensation range \$673–\$255,394; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$250,000); for reference, expenses \$121,301 and assets \$151,821. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Noah Pollak, reported title <i>"PRESIDENT/TREASURER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match —</b>

**the board should confirm this is a comparable role.**

RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Noah Pollak) 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 526 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 66<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.