

People's Justice Project

Executive Director / CEO

EIN 852160568
OH · NTEE R01
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Aramis Sundiata, Executive Director / CEO** (\$80,417) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

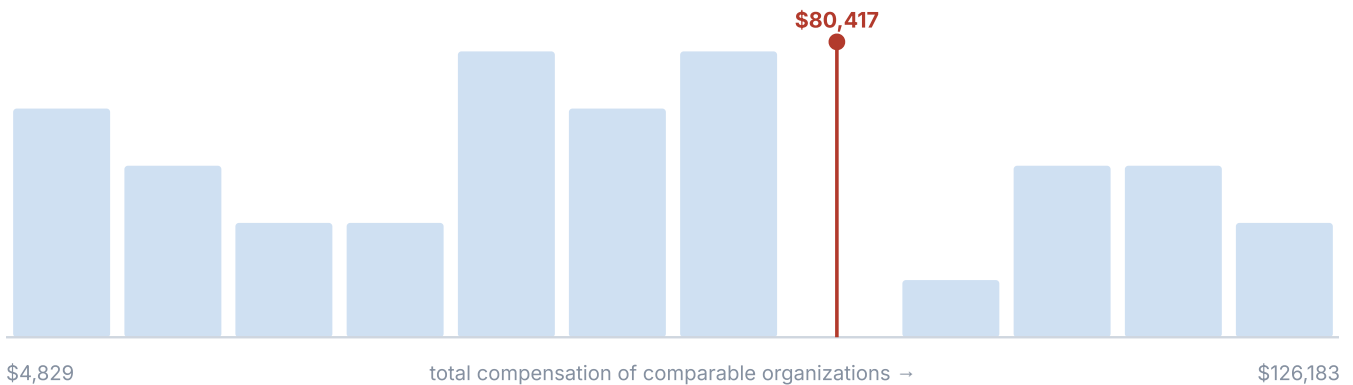
Benchmarked executive: Aramis Sundiata — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R01).
BUDGET	Total revenue between \$166,907 and \$373,674 — 0.67x to 1.50x the subject's \$249,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,952	\$33,006	\$56,452	\$88,474	\$107,192	\$80,417
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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 OH 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
Advancement Project Action Fund	DC	\$250,000	President, Executive Director	\$47,237	\$38,014	2024
Fundamedios Inc	DC	\$243,754	Chief Executive Officer	\$6,000	\$4,829	2024
Conservative Roundtable Of Texas	TX	\$239,624	Executive Director	\$117,200	\$107,514	2024
Rise Foundation	VA	\$260,769	Executive Di	\$34,375	\$31,337	2023
American Constitutional Rights Union	FL	\$263,886	President/ceo	\$22,500	\$19,384	2024
Goal Justice	SC	\$233,753	Lead Organizer	\$63,000	\$60,274	2024
Genequality Inc	DE	\$232,828	Founder & Executive Director	\$75,000	\$69,335	2023
Future Georgia Inc DbA Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$126,183	2024
Oregon Alliance To Prevent Gun Violence For Safety	OR	\$221,309	Executive Director	\$76,101	\$66,725	2023
New Tolerance Campaign	AZ	\$217,821	President	\$67,500	\$59,532	2024
North Dakota Family Alliance	ND	\$217,303	Executive Di	\$92,497	\$93,088	2024
Mississippi Rising Coalition	MS	\$215,781	President	\$44,450	\$45,401	2024
Ella Baker Center Action Fund	CA	\$283,872	Secretary And Director	\$12,226	\$9,681	2024
Floridians For Alternatives To The Death	FL	\$213,697	Executive Director	\$65,000	\$55,998	2024
Muslimahs United	OR	\$208,627	Executive Di	\$59,192	\$51,899	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Jersey Black Empowerment Coalition Inc	NJ	\$207,388	Executive Director	\$130,000	\$106,442	2024
Justice For Migrant Families Wny	NY	\$206,494	Executive Dir.	\$57,316	\$48,900	2023
Greater Spokane Action	WA	\$291,825	Executive Dir.	\$25,028	\$21,156	2023
New Path 1010 Inc	GA	\$205,668	Executive Director	\$63,345	\$56,905	2025
Greater Spokane Progress	WA	\$299,949	Executive Director	\$63,875	\$53,994	2023
Investigations Bureau	DE	\$300,171	President And Treasurer	\$42,373	\$40,778	2022
Iowa Faith And Freedom Coalition	IA	\$304,816	President	\$99,410	\$99,820	2024
Black Arts Movement Business District Development	CA	\$193,004	Executive Director	\$121,167	\$98,784	2023
New Jersey Coalition Against Human Trafficking Inc	NJ	\$183,556	Vice President	\$23,150	\$18,466	2025
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$71,712	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **34** organizations. Compensation range \$4,829–\$126,183; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$249,116); for reference, expenses \$192,046 and assets \$97,225.

ROLE MATCH Aramis Sundiata, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	65 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 (Aramis Sundiata) 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 34 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,417 is reasonable (approximately the 74th 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.