

Californians For Equal Rights Foundation

Executive Director / CEO

EIN 852315151

CA · NTEE R01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Wenyuan Wu, Executive Director / CEO** (\$157,688) against **every comparable organization** that fit the selection criteria — **40** 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: Dr Wenyuan Wu — 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).

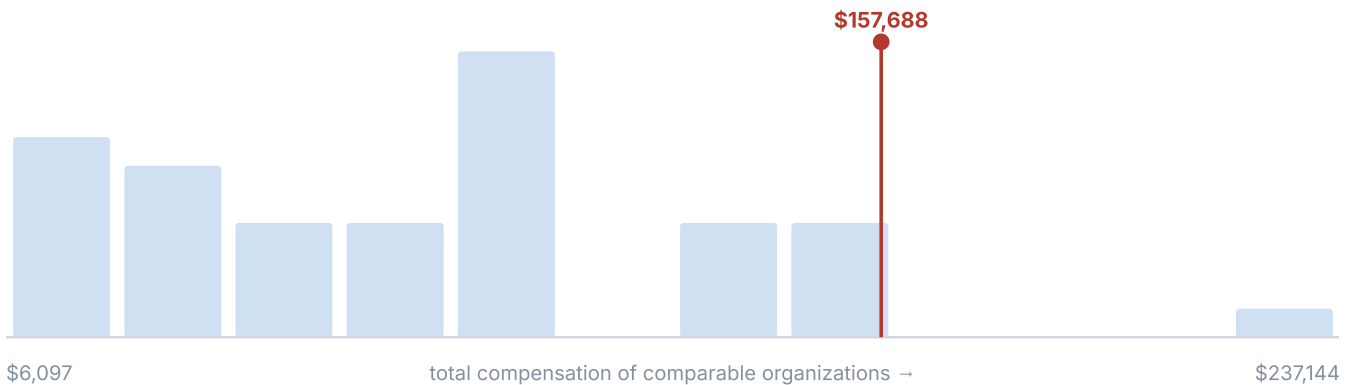
BUDGET Total revenue between \$222,808 and \$498,825 — 0.67x to 1.50x the subject's \$332,550 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,310	\$38,173	\$72,934	\$96,223	\$142,066	\$157,688
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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 CA 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
Colorado Democracy Alliance	CO	\$331,875	Executive Director	\$108,301	\$123,816	2023
La Fuerza Nc	NC	\$328,308	Executive Director	\$26,629	\$31,864	2024
Wanton Injustice Legal Detail	MN	\$323,854	Executive Director And President	\$16,415	\$18,784	2024
Unity In Action	NE	\$345,286	Director	\$68,029	\$87,238	2023
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$90,559	2023
Iowa Faith And Freedom Coalition	IA	\$304,816	President	\$99,410	\$126,054	2024
Girl Plus Environment Corporation	GA	\$362,679	Executive Director	\$83,076	\$94,243	2025
Diaspora Alliance Inc	NY	\$363,412	President	\$15,000	\$15,697	2024
Investigations Bureau	DE	\$300,171	President And Treasurer	\$42,373	\$51,496	2022
Greater Spokane Progress	WA	\$299,949	Executive Director	\$63,875	\$68,184	2023
Florida Policy Project Inc	FL	\$366,341	Executive Di	\$52,500	\$58,803	2023
Change Illinois	IL	\$369,571	Executive Director	\$127,880	\$141,842	2025
Greater Spokane Action	WA	\$291,825	Executive Dir.	\$25,028	\$26,716	2023
New York Jewish Agenda Inc	NY	\$375,561	Executive Director	\$137,680	\$144,078	2024
Abortion Survivors Network Inc	MO	\$379,252	Ceo Non-voting Board Member	\$77,000	\$94,447	2024
Progress Mo	MO	\$380,637	Executive Di	\$55,254	\$67,773	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ella Baker Center Action Fund	CA	\$283,872	Secretary And Director	\$12,226	\$12,226	2024
Inclusion Nextwork Inc	DC	\$387,840	Executive Director	\$92,808	\$94,316	2024
Future Georgia Inc Db a Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$159,345	2024
Eries Black Wall Street	PA	\$390,139	President Director	\$45,374	\$53,949	2023
American Constitutional Rights Union	FL	\$263,886	President/ceo	\$22,500	\$24,478	2024
Rise Foundation	VA	\$260,769	Executive Di	\$34,375	\$39,572	2023
Race Forward Action Inc	NY	\$408,044	Secretary	\$35,568	\$37,221	2024
Womens Diversity Network Inc	NY	\$411,630	Founder/board Member	\$83,987	\$90,486	2023
Progressnow New Mexico	NM	\$411,737	Executive Di	\$8,177	\$10,486	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 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 CA 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	40 organizations. Compensation range \$6,097–\$237,144; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$332,550); for reference, expenses \$326,610 and assets \$173,527.
ROLE MATCH	Dr Wenyuan Wu, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	95 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	83 rd

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 (Dr Wenyan Wu) 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 40 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,688 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.