

Black Music Action Coalition Ltd

Executive Director / CEO

EIN 853630213
 TN · NTEE S40
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Willie Stiggers, Executive Director / CEO** (\$151,667) against **every comparable organization** that fit the selection criteria — **345** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

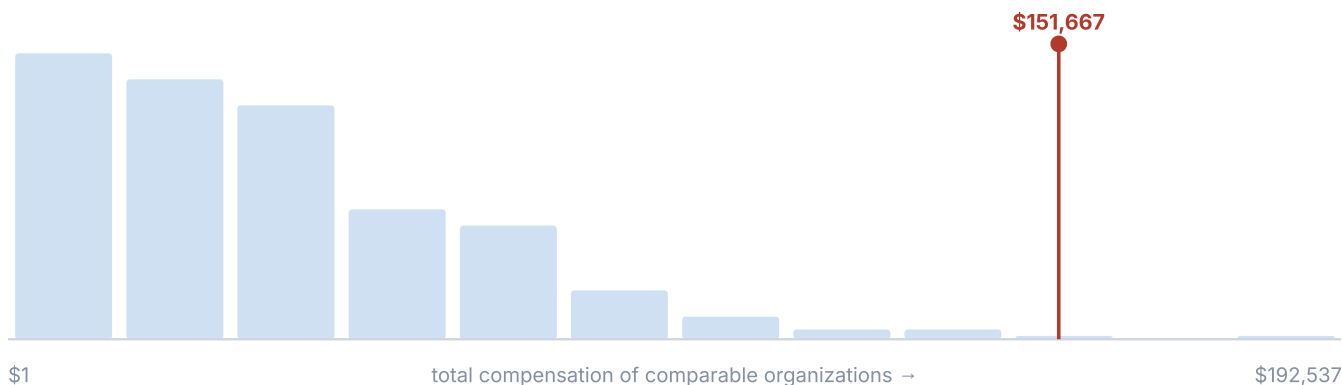
Benchmarked executive: Willie Stiggers — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$65,451 and \$146,533 — 0.67x to 1.50x the subject's \$97,689 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

345 organizations qualified on sector, size, and geography → **345** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,373	\$15,391	\$32,770	\$54,958	\$77,857	\$151,667
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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 TN 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
Professional Advocacy Association Of	TX	\$97,675	Sec/exec Director	\$23,500	\$22,364	2023
Charles R And Karen P Stephenson	MS	\$97,710	Tcf CI Director	\$82,930	\$85,349	2024
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$37,082	2023
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$60,491	2025
Oxford Civic Association	PA	\$97,451	Treasurer	\$2,618	\$2,413	2024
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$4,688	2023
Shorepines Bay Village Properties Inc	OR	\$97,425	President & Ceo	\$55,400	\$47,541	2024
Lca Investments Inc	IN	\$98,360	President	\$37,684	\$37,807	2023
Vergennes Partnership Inc	VT	\$96,959	Executive Director	\$27,560	\$25,633	2024
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$65,565	2021
Fruitland Chamber Of Commerce Inc	ID	\$98,710	Executive Dir.	\$44,368	\$44,902	2023
Medical Board Of Nyp Bmh Corp	NY	\$98,715	Pres	\$52,000	\$44,703	2023
Shreveport Common Inc	LA	\$96,199	Executive Director	\$60,000	\$62,854	2023
Lions Sight Conservation Foundation Inc Of W Va	WV	\$99,195	Secretary-treasurer	\$2,400	\$2,339	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oak Harbor Area Chamber Of Commerce	OH	\$99,270	Exec Director	\$9,833	\$9,624	2024
Omro Area Community Center Inc	WI	\$99,281	Executive Director	\$21,713	\$20,954	2024
The Collective Empowerment Group	MD	\$99,445	President	\$10,000	\$8,894	2023
Greenfield Main Street Inc	IN	\$99,764	Executive Director	\$55,000	\$53,596	2024
Oakland Renaissance Nmtc Inc	CA	\$99,920	President	\$145,905	\$116,421	2024
Cara Holdings Inc	CT	\$100,000	President & Secretary	\$16,942	\$14,679	2024
Gaston Together Communities Of	NC	\$95,306	Executive Di	\$68,750	\$65,643	2024
Laurel Redevelopment Corporation	DE	\$100,146	Executive Di	\$75,000	\$67,859	2024
Promote Carmel Inc	IN	\$100,190	Officer	\$48,750	\$47,505	2024
Mckinley Park Development Council	IL	\$100,234	Managing Dir.	\$5,167	\$4,694	2024
Our Village Community Center	UT	\$95,109	President	\$10,500	\$10,224	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **345** organizations. Compensation range \$1–\$192,537; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$97,689); for reference, expenses \$323,586 and assets \$71,953. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Willie Stiggers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	98 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	80 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 (Willie Stiggers) 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 345 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$151,667 is reasonable (approximately the 99th 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.