

American Movement

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christian Robey, Executive Director / CEO** (\$225,858) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Christian Robey — 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 (S01).

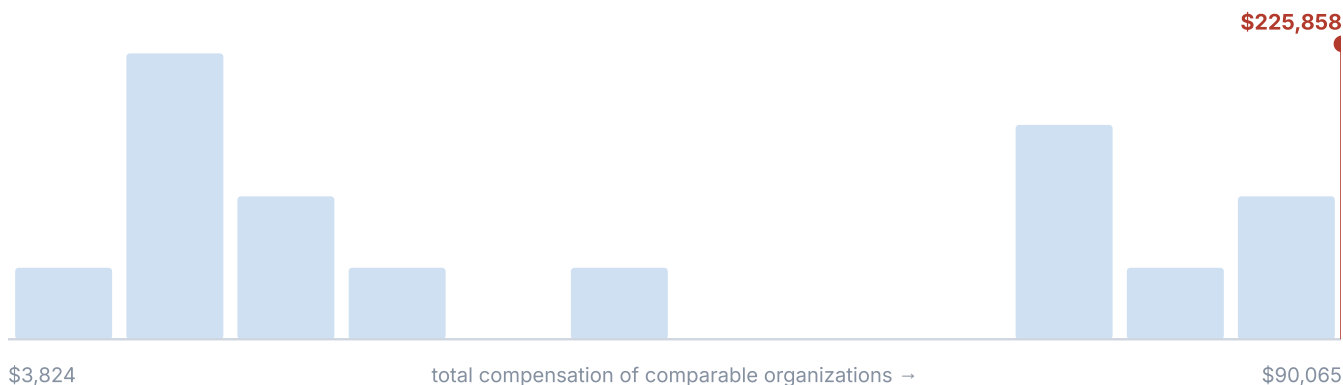
BUDGET Total revenue between \$138,052 and \$309,073 — 0.67x to 1.50x the subject's \$206,049 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S01), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,407	\$15,588	\$26,535	\$72,218	\$80,385	\$225,858
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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 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
Mancos United	CO	\$204,630	Executive Director	\$20,250	\$20,110	2023
Relationship Unleashed	TN	\$210,313	Chief Executive Officer	\$11,767	\$12,810	2023
Action Network Fund	DC	\$211,711	Board Member	\$52,007	\$45,910	2024
Texas Values Action	TX	\$199,470	President	\$69,235	\$71,728	2023
Pittsburgh Interfaith Impact Network	PA	\$228,204	Board Member	\$17,240	\$17,295	2024
Drive Forward	WA	\$230,000	Executive Director	\$100,000	\$90,065	2024
Connectree	CA	\$233,490	President	\$83,700	\$72,707	2024
The Urbanist	WA	\$240,593	Publisher	\$76,487	\$68,889	2024
Spokane Alliance	WA	\$240,872	Senior Organizer & Executive Director	\$86,534	\$75,928	2025
Visiones Collaborativas Collaborative Visions	NM	\$246,616	Executive Director	\$11,970	\$13,881	2022
Operation Child Care Project	TX	\$157,171	Chief Executive Officer	\$3,800	\$3,824	2024
Share A Smile	MI	\$150,079	Executive Di	\$12,000	\$12,139	2025
Peace Peloton	WA	\$148,171	President	\$95,000	\$83,357	2025
Alianza Agricola Inc	NY	\$141,751	President	\$22,213	\$20,192	2024
Coalition Of African Communities - Philadelphia Africom	PA	\$302,432	Director Of Programs	\$26,451	\$26,535	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$3,824–\$90,065; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$206,049); for reference, expenses \$2,201,545 and assets \$1,329,338. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christian Robey, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	87 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 (Christian Robey) 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 15 similarly situated organizations (Same NTEE sector (S01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$225,858 is reasonable (approximately the 100th 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.