

Ohio Immigrant Alliance

Executive Director / CEO

EIN 882050250

OH · NTEE R30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lynn Tramonte, Executive Director / CEO** (\$8,820) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

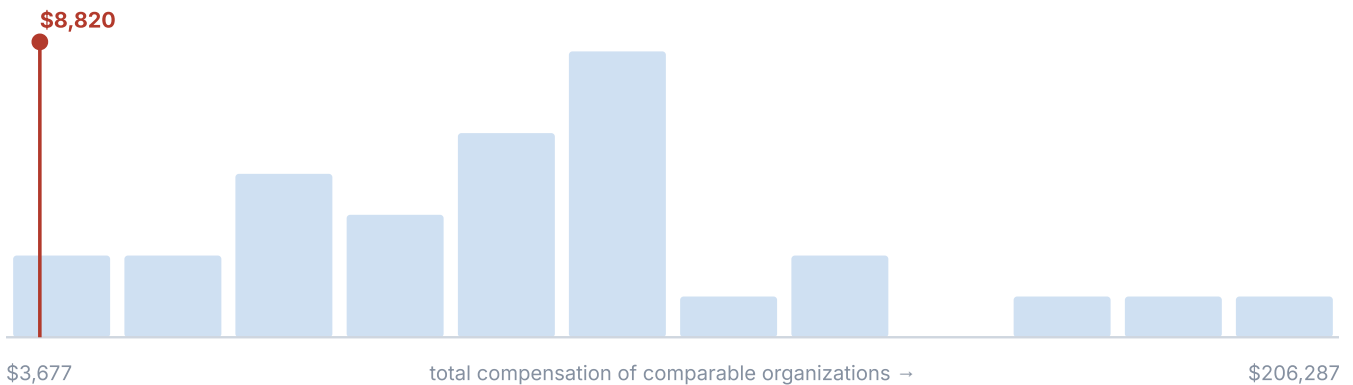
Benchmarked executive: Lynn Tramonte — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R30).
BUDGET	Total revenue between \$185,490 and \$415,276 — 0.67x to 1.50x the subject's \$276,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,332	\$52,223	\$81,754	\$100,669	\$138,433	\$8,820
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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
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$75,000	2024
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$90,536	2024
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$18,326	2023
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$3,677	2025
Mancos Valley Resources	CO	\$294,061	Administrator	\$35,544	\$32,179	2024
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$100,669	2023
100 Black Men Of West Georgia Inc	GA	\$301,440	Coo	\$47,593	\$46,516	2023
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$40,764	2024
Dais Partners	PA	\$240,750	President	\$96,154	\$97,028	2022
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$170,235	2024
Coming Together Virginia	VA	\$235,100	Chief Executive Officer	\$98,577	\$92,519	2023
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$75,084	2023
American Arab Civil Rights League	MI	\$323,637	Exective Dir	\$100,000	\$97,452	2024
White Awake	MD	\$325,386	Executive Di	\$147,824	\$130,483	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sweet Potato Comfort Pie	MN	\$226,466	President	\$24,591	\$22,942	2024
Mccj.Inc	FL	\$333,608	Executive Director	\$112,000	\$99,339	2024
Montana Racial Equity Project	MT	\$218,498	Exec Director	\$60,701	\$63,603	2023
Patrol Stories Inc	TX	\$339,693	President	\$116,654	\$110,173	2024
Healing Racism Institute Inc	MA	\$213,172	Executive Director	\$120,000	\$104,818	2023
People Acting For Community Together	FL	\$212,694	Executive Director	\$65,000	\$59,355	2023
Im From Driftwood	NY	\$343,628	Executive Dir.	\$95,825	\$81,754	2024
Speaking Down Barriers	SC	\$206,153	Executive Director	\$66,200	\$67,131	2023
Waging Nonviolence Inc	NY	\$200,749	Secretary	\$46,800	\$39,928	2024
The Network For Social Justice Inc	MA	\$360,734	Executive Director	\$86,248	\$75,337	2023
Flourish Collective	CA	\$363,704	Ceo	\$158,990	\$129,621	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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 29 organizations. Compensation range \$3,677–\$206,287; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$276,851); for reference, expenses \$82,189 and assets \$201,908. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Lynn Tramonte, 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.
OUTLIERS	2 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	0 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 (Lynn Tramonte) 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 29 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,820 is reasonable (approximately the 3rd 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.