

Justice League Of Greater Lansing

Executive Director / CEO

EIN 882763951

MI · NTEE R99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Prince - Jerold Solace, Executive Director / CEO** (\$5,200) 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 **10th** percentile of comparable organizations below the typical range for comparable organizations

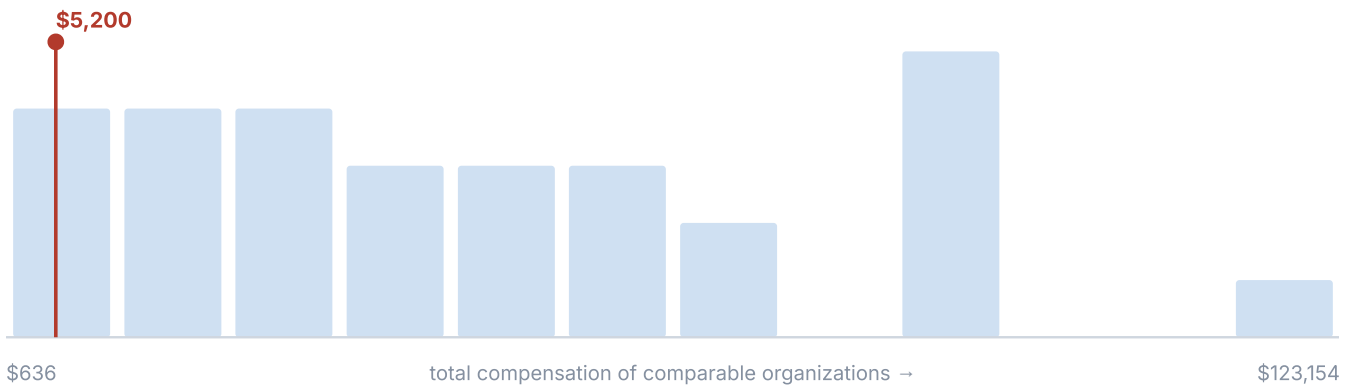
Benchmarked executive: Prince - Jerold Solace — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$105,564 and \$236,338 — 0.67x to 1.50x the subject's \$157,559 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), 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



\$6,168	\$18,235	\$38,086	\$67,797	\$89,800	\$5,200
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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 MI 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
Mass Alliance Inc	MA	\$153,675	Executive Di	\$27,747	\$24,871	2023
Center For Self Advocacy Inc	NY	\$153,213	Executive Director	\$62,258	\$54,505	2024
Idaho 2 Fly Inc	ID	\$153,042	Secretary	\$17,693	\$18,235	2024
Praxis Peace Institute	CA	\$151,241	President	\$40,800	\$34,133	2024
American Council For Evangelicals	CA	\$167,334	Outreach & Public Policy Dir.	\$55,000	\$46,012	2024
Campaign To Decriminalize Sex Work	TX	\$145,433	Political Director	\$39,299	\$38,086	2024
Norcal Poodle Rescue	CA	\$178,925	Board Chair/president	\$18,480	\$15,460	2024
Operation Liberation	MO	\$180,778	President/tr	\$46,152	\$47,359	2024
Broward Organized Leaders Doing Justice	FL	\$132,971	Lead Organizer	\$95,708	\$89,681	2023
Interfaith Action For Human Rights	VA	\$183,596	Executive Director	\$40,625	\$38,003	2024
North Carolina Family Policy	NC	\$129,563	President	\$21,058	\$21,080	2024
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$54,105	2024
The Campaign To Keep Guns	NY	\$205,168	Executive Director	\$15,250	\$13,745	2023
Rhiza Inc	NY	\$206,804	Board Member & Co-founder	\$13,750	\$12,393	2023
National Federation For Just	NY	\$207,109	President	\$77,664	\$67,992	2024
Unitarian Universalists For Social Justice	DC	\$107,475	Executive Director	\$33,456	\$29,284	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Registrars Of Voters Of Connecticut Inc	CT	\$209,488	Treasurer	\$700	\$636	2024
Milwaukee Freedom Fund Incorporated	WI	\$212,208	Eecutive Dir	\$85,115	\$88,664	2023
New York Birth Control Action Fund	NY	\$213,837	Executive Dir.	\$96,665	\$90,698	2022
Secular Coalition For America Inc	DC	\$214,141	Exec Director	\$60,656	\$51,569	2024
Iowa Center For Children's Justice	IA	\$217,376	Executive Director	\$76,325	\$83,357	2023
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,094	2024
Texas Coalition To Abolish The Death Penalty	TX	\$222,344	Executive Director	\$93,150	\$90,275	2024
Mississippi Faith Based Coalition For Community Renewal Inc	MS	\$222,524	Executive Director	\$55,300	\$61,433	2023
Sign Research Foundation	VA	\$223,203	Isa President/ceo	\$127,875	\$123,154	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 \$636–\$123,154; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$157,559); for reference, expenses \$152,177 and assets \$394,802.

ROLE MATCH Prince - Jerold Solace, reported title "*PRESIDENT*", 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	10 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 (Prince - Jerold Solace) 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 (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,200 is reasonable (approximately the 10th 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.