

Essential Workers For Democracy

Executive Director / CEO

EIN 921099196

WA · NTEE R99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steve Williamson, Executive Director / CEO** (\$90,050) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Steve Williamson — 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 (R99).

BUDGET Total revenue between \$28,666 and \$64,179 — 0.67x to 1.50x the subject's \$42,786 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,348	\$23,443	\$41,580	\$63,423	\$95,780	\$90,050
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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 WA 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
Human Coalition Action	TX	\$42,792	Executive Director	\$13,918	\$16,433	2023
Comite Pro 1	CA	\$44,030	Owner	\$1,890	\$1,871	2024
Arizonans Concerned About Smoking Inc	AZ	\$44,255	Executive Director	\$37,525	\$41,375	2024
Library Freedom Inc	PA	\$40,981	Executive Director	\$112,477	\$128,597	2024
Gold Anti-trust Action Committee Inc	CT	\$40,029	Chairman	\$50,000	\$53,748	2024
Maine Civic Action	ME	\$47,054	Executive Di	\$38,163	\$45,106	2023
Truth Wins Out Inc	FL	\$48,207	President	\$40,615	\$45,036	2023
Gare Global Alliance For The Rights	CA	\$48,692	Executive Director	\$42,000	\$41,580	2024
La Voice Action	CA	\$49,567	Executive Director	\$71,717	\$73,097	2023
Free Buryatia Foundation	VA	\$34,549	President	\$13,000	\$14,816	2023
Be Ready Inc	NJ	\$51,681	Executive Director	\$35,889	\$36,738	2024
Justice For Wyandotte	KS	\$33,597	Chief Executive Officer	\$14,000	\$17,340	2024
Stronger Together Movement Inc	OK	\$52,184	Executive Director	\$67,380	\$87,576	2023
Farmworker Enterprise Foundati	CA	\$33,306	Board	\$2,500	\$2,475	2024
Commonwealth Long Term Care Foundation	VA	\$53,038	President	\$25,925	\$29,546	2023
Real Property Alliance	IL	\$53,737	Ceo/secretary	\$549,419	\$619,268	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Black Lives Matter Grassroots Inc	CA	\$55,514	President	\$40,000	\$39,599	2024
Campaign Legal Center Action	DC	\$62,705	President	\$45,477	\$47,105	2023
Black Socialists Of America	NY	\$63,862	Executive Director	\$70,000	\$74,661	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2025 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 WA 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	19 organizations. Compensation range \$1,871–\$619,268; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$42,786); for reference, expenses \$477,188 and assets \$283,441. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Steve Williamson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	89th
Total compensation (D + F), as reported (no adjustments)	89th

Reportable pay only (column D), adjusted

89th

All sources (D + E + F), adjusted

63rd

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 (Steve Williamson) 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 19 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,050 is reasonable (approximately the 89th 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.