

The Alta Project

Executive Director / CEO

EIN 922889372

WA · NTEE Q30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James L Romack Jr, Executive Director / CEO** (\$30,770) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

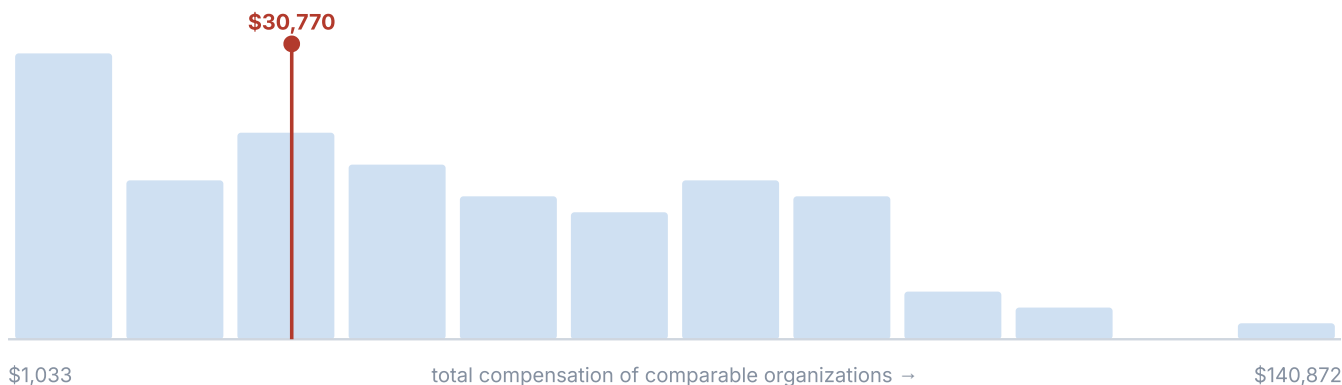
Benchmarked executive: James L Romack Jr — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$144,307 and \$323,077 — 0.67x to 1.50x the subject's \$215,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,160	\$18,843	\$38,703	\$71,294	\$89,974	\$30,770
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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
Living Hope Ministries In Haiti Inc	OH	\$216,615	Presient	\$6,770	\$8,009	2023
Global Alliance For Africa	IL	\$217,320	Executive Di	\$4,000	\$4,266	2024
Hope For Our Sisters Inc	MA	\$212,996	President And Director	\$10,000	\$10,448	2022
Hands Of Grace Guatemala Inc	IN	\$217,944	President	\$60,000	\$68,645	2024
Pinetree Aid	CA	\$211,036	President	\$24,500	\$22,952	2024
Helping Hands Inc	NC	\$219,842	President	\$946	\$1,033	2025
Doyle Jones Ministries Inc	TX	\$220,109	President	\$88,962	\$103,471	2022
Athanatos World Inc	CO	\$210,132	Executive Director	\$135,417	\$140,872	2024
Vietnamese American Nongovernmental	CA	\$209,651	President	\$30,500	\$29,417	2023
Raiz Ministry	TX	\$221,533	Director	\$4,800	\$5,209	2024
American Pakistan Foundation	DC	\$208,528	Director Of Operations	\$118,775	\$113,076	2024
Advocates For Africa's Children	WA	\$208,526	Pres, Exec D	\$31,038	\$30,148	2024
Capacitar Inc	CA	\$208,079	Executive Dir.	\$102,354	\$95,885	2024
Building New Hope	PA	\$223,321	Executive Director	\$33,005	\$38,270	2022
Serving Our Neighbor International	MI	\$207,383	Vice President	\$16,187	\$18,127	2024
The Medical Centers Of West Africa Inc	LA	\$206,663	Team Leader	\$55,800	\$68,628	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sweetwater Outreach Inc	AL	\$206,358	Coo	\$18,000	\$21,097	2024
Mae El Salvador	OH	\$205,761	Cofounder	\$20,968	\$24,805	2023
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$75,207	2024
Creative Women Of The World Inc	IN	\$205,034	Executive Dir.	\$43,677	\$49,970	2024
The Rose International Fund For Children	WA	\$204,515	Executive Director/president	\$7,307	\$7,307	2023
Pimentel Project Inc	NC	\$203,239	Executive Secretary	\$15,996	\$18,461	2023
Connect Ministries	WA	\$227,919	Executive Di	\$45,432	\$44,129	2024
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$27,932	2023
Bridging Hope Inc	CO	\$202,194	Founder Ed	\$37,110	\$38,604	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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	94 organizations. Compensation range \$1,033–\$140,872; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$215,385); for reference, expenses \$131,939 and assets \$83,461.
ROLE MATCH	James L Romack Jr, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	39 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	36 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 (James L Romack Jr) 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 94 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,770 is reasonable (approximately the 39th 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.