

Black Business Association Of La

Executive Director / CEO

EIN 953166199

CA · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Harris, Executive Director / CEO** (\$49,500) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

Benchmarked executive: Sarah Harris — 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 (S41).

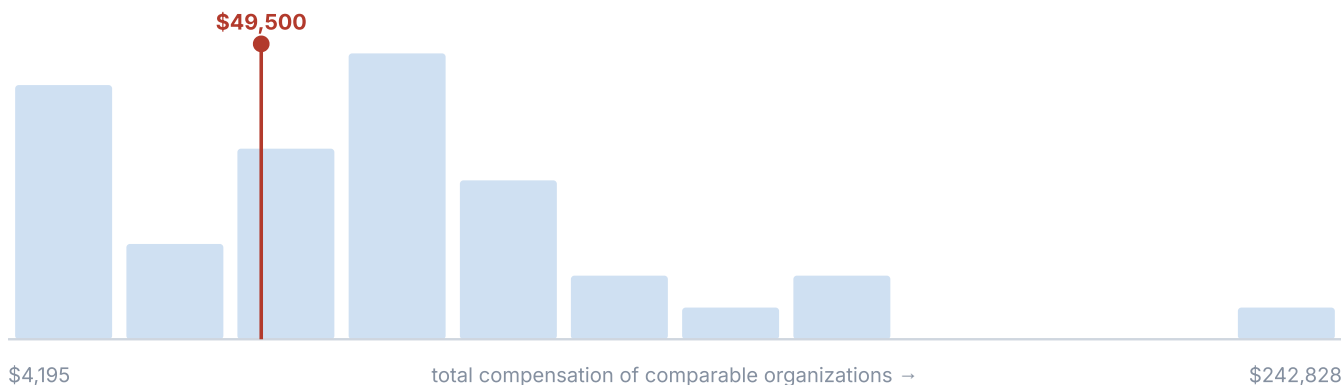
BUDGET Total revenue between \$140,974 and \$315,615 — 0.67x to 1.50x the subject's \$210,410 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41) + CA + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,783	\$39,000	\$67,106	\$86,996	\$118,203	\$49,500
----------	----------	----------	----------	-----------	----------



● 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 CA 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
Mountain Counties Water	CA	\$209,216	Executive Dir.	\$102,000	\$102,000	2023
Sonoma Alliance For Vineyards And	CA	\$212,922	Executive Dir.	\$86,996	\$86,996	2023
Fishermans Wharf Association	CA	\$206,829	President & Ceo	\$12,000	\$11,656	2024
Oakland Vietnamese Chamber Of Commerce	CA	\$206,602	Executive Director	\$75,000	\$72,848	2024
Culver City Arts District	CA	\$216,320	Executive Dir.	\$12,368	\$12,368	2023
North Coast Fishermens Cable Committee	CA	\$201,795	President	\$4,319	\$4,195	2024
The Village At Sherman Oaks Inc	CA	\$198,810	Executive Director	\$12,000	\$12,000	2023
Western Medical Center	CA	\$223,931	Chief Of Staff	\$60,000	\$60,000	2023
United Vegetable Growers Cooperative	CA	\$225,143	Ceo	\$250,000	\$242,828	2024
Pomerado Hospital Medical Staff	CA	\$194,837	Past Chief Of Staff	\$62,000	\$62,000	2023
German American Business Assoc Of Calif	CA	\$226,244	Executive Director	\$48,692	\$47,295	2024
Secure Water Alliance	CA	\$230,595	Executive Dir.	\$90,000	\$90,000	2023
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$98,831	2024
Ccidc Inc	CA	\$232,400	Executive Dir.	\$84,000	\$81,590	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hemet San Jacinto Valley Chamber Of	CA	\$235,344	Executive Dir.	\$68,577	\$66,610	2024
Lakeshore Avenue Business Improvement	CA	\$235,378	Co-director	\$14,356	\$13,944	2024
Lake Forest Chamber Of Commerce Inc	CA	\$240,795	Ceo	\$62,385	\$60,595	2024
Medical Staff Of Southwest Healthcare	CA	\$244,802	Chief Of Staff	\$39,000	\$39,000	2023
Medical Staff Of Doctors Medical Center	CA	\$247,482	Chief Of Staff	\$48,000	\$48,000	2023
National Association Of Wine Retailers	CA	\$247,521	Executive Director	\$79,175	\$76,903	2024
Phcc Educational Foundation	CA	\$252,617	Ceo	\$13,059	\$13,059	2023
China Enterprise Council	CA	\$253,683	Director	\$39,000	\$39,000	2023
Sandplay Therapists Of America	CA	\$255,631	Journal Editor	\$14,000	\$13,598	2024
Novato Downtown Old Town Business	CA	\$258,312	Executive Dir.	\$78,624	\$76,368	2024
La Mesa Chamber Of Commerce Inc	CA	\$157,627	President	\$90,000	\$85,165	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 37 organizations. Compensation range \$4,195–\$242,828; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$210,410); for reference, expenses \$216,743 and assets \$35,954.
ROLE MATCH	Sarah Harris, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	32 nd

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 (Sarah Harris) 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 37 similarly situated organizations (Same NTEE sector (S41) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,500 is reasonable (approximately the 35th 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.