

# Onpath Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Candace Washington, Executive Director / CEO** (\$19,796) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Candace Washington — 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 (P60).

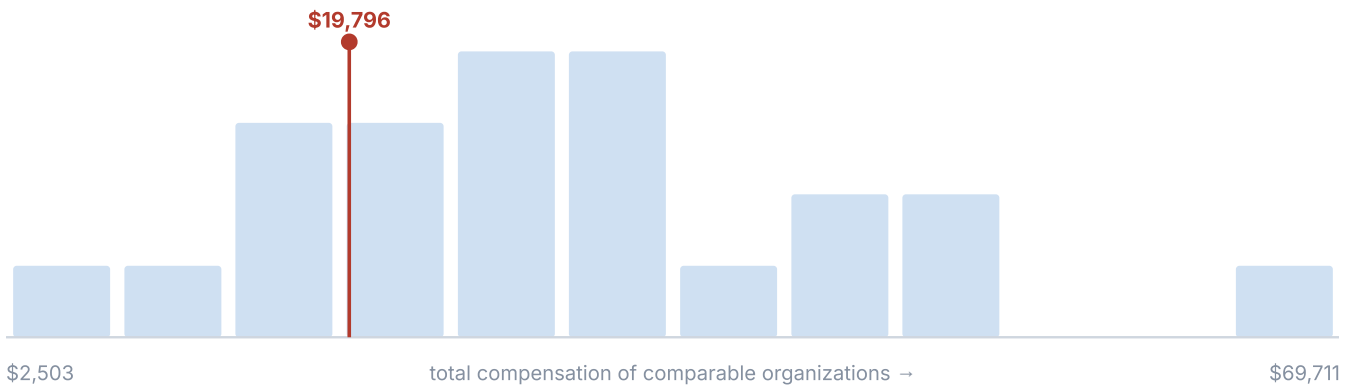
**BUDGET** Total revenue between \$76,495 and \$171,258 — 0.67x to 1.50x the subject's \$114,172 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,392	\$22,045	\$26,726	\$38,599	\$48,972	\$19,796
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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 LA 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
<a href="#">Dine Brands Global Foundation Inc</a>	CA	\$114,932	Board Member	\$39,406	<b>\$31,815</b>	2023
<a href="#">Utah 1033 Foundation</a>	UT	\$117,414	President	\$75,000	<b>\$69,711</b>	2024
<a href="#">Lake Area Ministries Inc</a>	MO	\$110,385	Manager	\$33,333	<b>\$32,062</b>	2024
<a href="#">Dearborn County Clearing House For</a>	IN	\$109,770	Exec Directo	\$44,446	<b>\$42,566</b>	2024
<a href="#">Family Promise Of Santa Rosa Inc</a>	FL	\$108,782	Executive Director	\$31,656	<b>\$27,805</b>	2023
<a href="#">United We Serve</a>	TX	\$108,100	Ceo/co-chairman	\$16,292	<b>\$15,237</b>	2023
<a href="#">Pawsitively 4 Pink Inc</a>	MA	\$123,830	Powers	\$30,000	<b>\$25,205</b>	2023
<a href="#">Norman Care Association Vans</a>	OK	\$100,923	Driver	\$25,000	<b>\$25,000</b>	2024
<a href="#">Helping Hands Of Franklin County</a>	VA	\$99,715	Exec Director	\$11,500	<b>\$10,084</b>	2024
<a href="#">The Sandbox Group Inc</a>	NC	\$97,621	President	\$44,200	<b>\$42,701</b>	2023
<a href="#">People Helping People Inc</a>	KY	\$135,447	President	\$2,565	<b>\$2,503</b>	2024
<a href="#">Christian Services Love Inc Of Greater Lansing</a>	MI	\$136,544	Help Center Coordinator	\$42,972	<b>\$40,281</b>	2024
<a href="#">Helping Hands Of Potsdam Inc</a>	NY	\$90,906	Executive Di	\$25,910	<b>\$21,263</b>	2024
<a href="#">Eagles Nest Foundation</a>	WA	\$86,597	Director	\$30,000	<b>\$24,392</b>	2024
<a href="#">Christian Ministries Of H'burg Inc</a>	IN	\$145,438	Executive Director	\$25,000	<b>\$24,649</b>	2023
<a href="#">Interfaith Of Natrona County Inc</a>	WY	\$150,397	Executive Dir.	\$55,000	<b>\$52,107</b>	2025
<a href="#">Community Hope Inc</a>	MT	\$77,641	Director	\$34,275	<b>\$33,553</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Flushing Jewish Community Council I</a>	NY	\$152,579	Executive Di	\$21,000	<b>\$16,789</b>	2025
<a href="#">Pryor Ministries Center</a>	OK	\$157,125	Director	\$18,000	<b>\$18,532</b>	2023
<a href="#">Kings Mountain Crisis Ministry Inc</a>	NC	\$163,354	Executive Director	\$33,963	<b>\$31,870</b>	2024
<a href="#">Wish Granters Inc</a>	ID	\$167,251	Marketing &	\$26,546	<b>\$25,646</b>	2024
<a href="#">Robs Barbershop Community Foundation</a>	MD	\$167,633	Managing Director	\$58,500	<b>\$49,669</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$2,503–\$69,711; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$114,172); for reference, expenses \$293,002 and assets \$2,738,759. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Candace Washington, 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	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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</sup>

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 (Candace Washington) 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 22 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,796 is reasonable (approximately the 23<sup>rd</sup> 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.