

# Every Life Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Brenda Kaker, Executive Director / CEO** (\$34,350) against **every comparable organization** that fit the selection criteria — **478** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

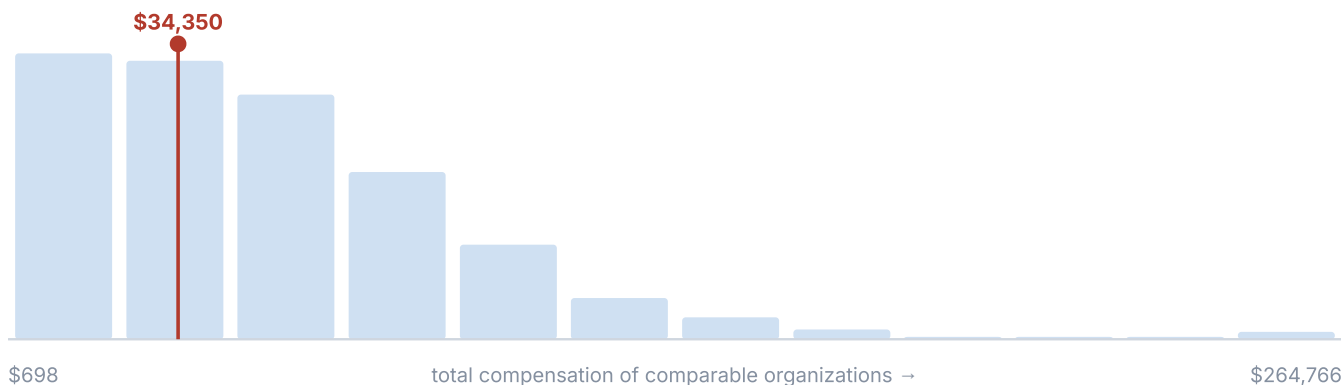
**Benchmarked executive:** Brenda Kaker — reported title “CEO Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q21).
BUDGET	Total revenue between \$153,724 and \$344,160 — 0.67x to 1.50x the subject's \$229,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**478** organizations qualified on sector, size, and geography → **478** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,765	\$23,150	\$46,308	\$71,265	\$99,612	\$34,350
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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 CO 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="#">Ruel Foundation Usa</a>	CA	\$229,495	Board Member	\$5,401	<b>\$4,864</b>	2024
<a href="#">Earth Citizens Organization</a>	AZ	\$229,159	Director, Vice President	\$18,000	<b>\$18,053</b>	2024
<a href="#">Warren Majengo Foundation</a>	PA	\$228,965	Executive Director	\$14,300	<b>\$15,311</b>	2023
<a href="#">Policy And Economic Research</a>	NC	\$230,371	President	\$66,875	<b>\$74,191</b>	2023
<a href="#">The Mooncatcher Project Inc</a>	NY	\$228,334	Executive Director	\$36,200	<b>\$34,114</b>	2024
<a href="#">Women's Federation For World Peace</a>	NY	\$230,561	Director & Intl. Vice Pres	\$40,000	<b>\$38,808</b>	2023
<a href="#">Open Institute International Inc</a>	DC	\$228,190	Chairman	\$66,800	<b>\$62,938</b>	2023
<a href="#">Hope4burundi</a>	TX	\$228,065	President & Ceo	\$25,000	<b>\$26,850</b>	2023
<a href="#">Israel Team Advocates International Inc</a>	AL	\$230,832	President And Ceo	\$150,000	<b>\$169,000</b>	2024
<a href="#">Engage Africa</a>	IL	\$230,892	President	\$37,150	<b>\$38,089</b>	2024
<a href="#">Inside The Middle East Inc</a>	MD	\$230,928	President	\$15,350	<b>\$15,408</b>	2023
<a href="#">Connect Ministries</a>	WA	\$227,919	Executive Di	\$45,432	<b>\$42,420</b>	2024
<a href="#">Studio Samuel Foundation Inc</a>	NC	\$231,084	Founder/executive Director	\$81,343	<b>\$90,243</b>	2023
<a href="#">Third Day Missions Inc</a>	NY	\$227,765	Executive Director	\$23,800	<b>\$23,091</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Center For Growth And Opportunity</a>	UT	\$227,736	President	\$143,888	<b>\$153,582</b>	2024
<a href="#">Allies Inc</a>	IN	\$227,662	Executive Di	\$60,830	<b>\$68,876</b>	2023
<a href="#">Brio Health Global</a>	CA	\$227,106	Executive Director	\$65,173	<b>\$60,424</b>	2023
<a href="#">Oxford Consortium For Human Rights Inc</a>	CT	\$232,113	Treasurer (Former)	\$10,000	<b>\$9,778</b>	2024
<a href="#">Build And Restore International</a>	CA	\$232,223	President	\$20,000	<b>\$18,543</b>	2023
<a href="#">Gramhal Inc</a>	DE	\$232,500	President	\$38,727	<b>\$39,546</b>	2024
<a href="#">Haitian Artisans For Peace Internat</a>	MI	\$232,790	Treasurer	\$50,231	<b>\$54,070</b>	2024
<a href="#">Us Diplomatic Studies Foundation</a>	AZ	\$226,075	President	\$43,927	<b>\$44,057</b>	2024
<a href="#">Guatemala Human Rights Commission U S A</a>	DC	\$226,075	Advocacy Director	\$61,919	<b>\$58,340</b>	2023
<a href="#">Sakala International</a>	ME	\$232,834	Executive Director Board Member	\$3,300	<b>\$3,446</b>	2024
<a href="#">American Medical Institute Inc</a>	TX	\$225,800	Director/manager	\$55,207	<b>\$57,592</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **478** organizations. Compensation range \$698–\$264,766; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$229,440); for reference, expenses \$198,699 and assets \$83,589.
ROLE MATCH	Brenda Kaker, reported title " <i>CEO Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	38 <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 (Brenda Kaker) 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 478 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,350 is reasonable (approximately the 40<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.