

Pamoza International

Executive Director / CEO

EIN 275366830

PA · NTEE Q33

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Temwa Wright, Executive Director / CEO** (\$35,150) against **every comparable organization** that fit the selection criteria — **233** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

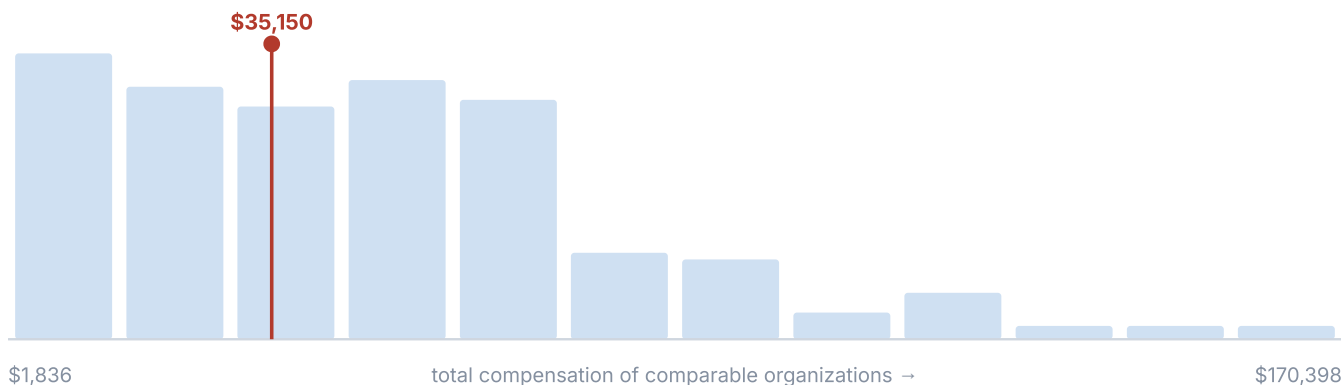
Benchmarked executive: Temwa Wright — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

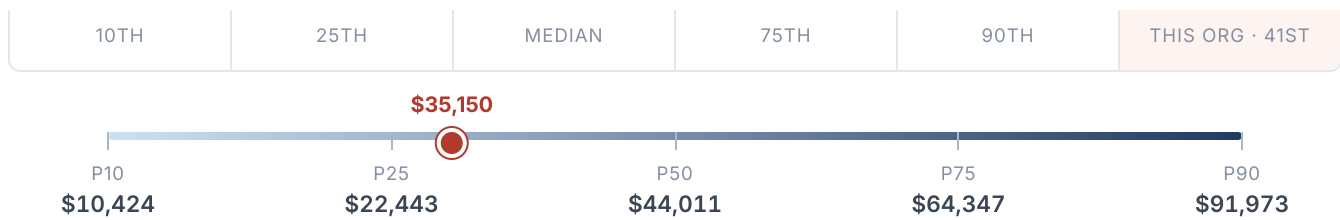
SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$228,108 and \$510,691 — 0.67x to 1.50x the subject's \$340,461 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

233 organizations qualified on sector, size, and geography → **233** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,424	\$22,443	\$44,011	\$64,347	\$91,973	\$35,150
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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 PA 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
Food For His Children Inc	MN	\$340,145	Board Chair And Treasurer	\$50,000	\$51,006	2023
Ends Of The Earth Ministries Inc	TX	\$340,799	Board Member/sec/treas	\$77,500	\$77,739	2024
Pour International Incorporated	GA	\$342,008	Director Treasurer	\$57,600	\$58,077	2024
Aim4india	TX	\$342,503	Executive Dir.	\$65,167	\$67,299	2023
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$71,437	2024
Aarti For Girls Inc	TX	\$347,788	Vp & Treasurer	\$25,000	\$25,077	2024
Love Mercy Inc	KS	\$347,924	President	\$36,725	\$40,961	2023
Bridges Of Hope International	CA	\$332,038	President	\$112,857	\$100,609	2023
Bread Of Hope Inc	GA	\$330,360	Director	\$77,000	\$77,637	2024
30 Hearts	OH	\$329,668	Chair	\$61,992	\$67,786	2023
Faith Hope And Charity Inc	CA	\$329,606	Secretary/treasurer	\$25,200	\$22,465	2023
World Of Difference Inc	UT	\$328,540	Director	\$100,000	\$102,632	2024
Mission House Partners International Inc	GA	\$328,385	Executive Director	\$33,500	\$34,774	2023
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$33,864	2024
Alterna Inc	GA	\$327,529	Executive Dir.	\$11,649	\$12,092	2023
Segner Ministries Inc	TX	\$327,437	Executive Dir.	\$50,595	\$50,751	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Future Generation International	SC	\$327,203	Found	\$4,250	\$4,446	2024
Develop Sustainability	OR	\$326,257	Director	\$46,800	\$44,869	2023
Give Hope 2 Kids	MN	\$326,129	President & Ceo	\$22,815	\$23,274	2023
Silent Images Inc	NC	\$354,885	Executive Director	\$83,500	\$86,517	2024
Hands Up For Haiti Inc	NY	\$355,875	Past Executive Director	\$18,138	\$16,435	2024
The Master's Mission Inc	SC	\$356,102	Administrato	\$16,670	\$17,954	2023
Could You	NY	\$324,148	Ceo	\$71,000	\$64,336	2024
Lemonade International Inc	NC	\$357,700	Executive Director	\$84,892	\$90,557	2023
Helping Oppressed People Everywhere	TX	\$323,194	Director	\$57,313	\$59,188	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	233 organizations. Compensation range \$1,836–\$170,398; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$340,461); for reference, expenses \$327,505 and assets \$86,682.
ROLE MATCH	Temwa Wright, reported title " <i>EXECUTIVE DIRECTOR</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 7 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	41 st
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	40 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 (Temwa Wright) 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 233 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,150 is reasonable (approximately the 41st 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.