

Huma House Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Alyssa Meetra Johansen, Executive Director / CEO** (\$92,400) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Alyssa Meetra Johansen — 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 (A20).

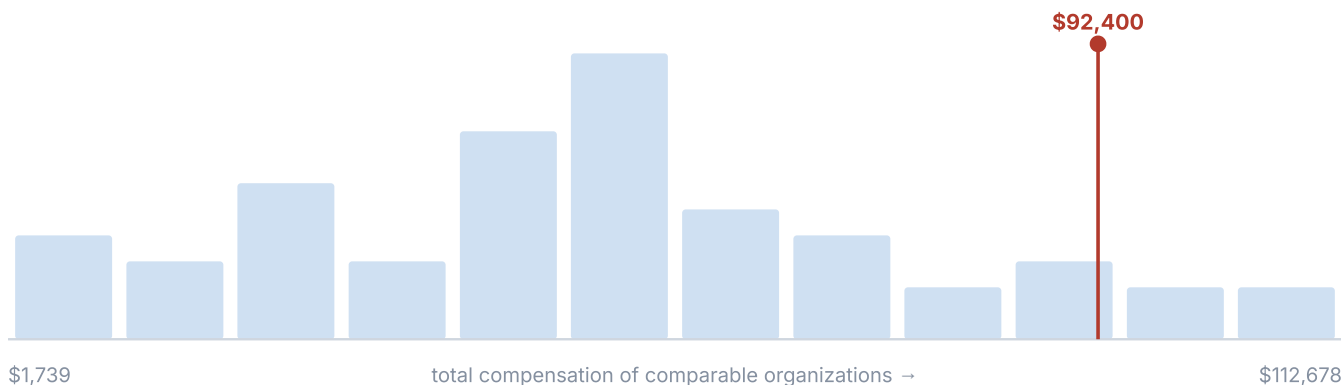
BUDGET Total revenue between \$209,232 and \$468,432 — 0.67x to 1.50x the subject's \$312,288 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20) + CA + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,163

\$33,688

\$49,681

\$66,049

\$87,242

\$92,400



● 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
First Night Monterey	CA	\$309,305	Executive Di	\$40,919	\$42,002	2024
Tonatiuh-danzantes Del Quinto Sol	CA	\$320,656	Artistic Director	\$20,874	\$22,059	2023
La Raza Historical Society Of Santa Clara Valley	CA	\$325,923	Director	\$12,000	\$12,681	2023
4c Lab	CA	\$331,133	Executive Artistic Director	\$65,611	\$69,336	2023
Opening Night Theater Inc	CA	\$331,424	Director	\$54,000	\$55,429	2024
The Leela Institute	CA	\$331,609	Ceo	\$85,750	\$88,019	2024
Aguilas	CA	\$333,217	Executive Di	\$41,845	\$42,952	2024
Studio Ace	CA	\$289,356	Director	\$50,000	\$52,839	2023
Brazilian Cultural Arts Center Of Santa Barbara	CA	\$288,472	Presidentceo	\$34,500	\$36,459	2023
Adopt The Arts Foundation	CA	\$337,393	Co-exe Director	\$84,000	\$86,223	2024
Mccoy Rigby Arts Inc	CA	\$286,386	President	\$14,280	\$15,091	2023
Fu Xing College	CA	\$339,136	Ceo	\$43,000	\$43,000	2025
Castroville Artichoke Festival Inc	CA	\$341,383	Executive Di	\$42,405	\$43,527	2024
In A Perfect World	CA	\$347,735	Founder/pres	\$96,320	\$98,868	2024
Do It For The Love	CA	\$348,176	Executive Director	\$109,774	\$112,678	2024
Wide Open Walls	CA	\$352,334	President	\$72,000	\$76,088	2023
Herencia Mariachi Academy	CA	\$355,883	Instructor	\$80,458	\$82,587	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Museum Of Contemporary Art Santa Barbara	CA	\$267,953	Executive Director	\$48,038	\$49,309	2024
Dulce Upfront Labs	CA	\$265,904	Co-director	\$44,316	\$45,489	2024
San Francisco International Arts Festival Inc	CA	\$265,801	President, Executive Director	\$70,000	\$71,852	2024
The Summer Solstice Celebration Inc	CA	\$358,935	Executive Dir.	\$60,000	\$61,588	2024
Immersive Arts Alliance	CA	\$264,651	Exec Directo	\$24,500	\$25,891	2023
Pasacat Inc	CA	\$264,275	Executive Director Administra	\$5,700	\$6,024	2023
Canyon Cinema Foundation	CA	\$261,223	Executive Director	\$58,708	\$62,041	2023
Northern California Music & Art Culture Center	CA	\$256,509	Executive Director	\$48,000	\$49,270	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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	53 organizations. Compensation range \$1,739–\$112,678; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$312,288); for reference, expenses \$375,185 and assets \$153,123.
ROLE MATCH	Alyssa Meetra Johansen, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	92 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 (Alyssa Meetra Johansen) 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 53 similarly situated organizations (Same NTEE sector (A20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,400 is reasonable (approximately the 92nd 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.