

Lead California

Executive Director / CEO

EIN 320441191

CA · NTEE B90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Elaine Ikeda, Executive Director / CEO** (\$190,067) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

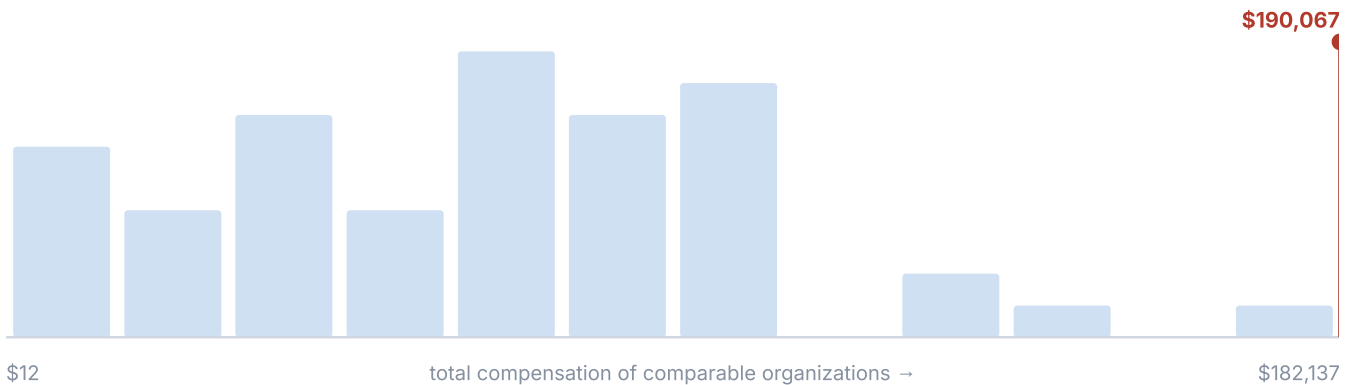
Benchmarked executive: Elaine Ikeda — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$227,146 and \$508,536 — 0.67x to 1.50x the subject's \$339,024 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,361	\$37,500	\$64,500	\$90,000	\$105,043	\$190,067
----------	----------	----------	----------	-----------	-----------



● 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
Center For Mathematics And Teaching Inc	CA	\$335,180	Vice President	\$86,718	\$89,279	2023
Community Alliance For Learning	CA	\$345,986	Executive Dir.	\$57,105	\$55,633	2025
Yours Humanly	CA	\$330,099	Ceo	\$72,000	\$72,000	2024
Glaucoma Research And Education Group	CA	\$348,575	Research Director	\$40,000	\$40,000	2024
Marshmallow Minds	CA	\$324,319	Ceo	\$64,500	\$66,405	2023
Yes We Can World Foundation	CA	\$357,183	Chief Executive Officer	\$45,000	\$45,000	2024
Apples To Zucchini Cooking School	CA	\$358,656	Executive Director	\$25,040	\$25,040	2024
Blockchain Acceleration Foundation	CA	\$318,194	Head Of Operations	\$53,162	\$53,162	2024
Mindcatcher Education	CA	\$365,704	Ceo	\$134,060	\$138,020	2023
Afghan-american Community Organization	CA	\$306,716	Executive Dir.	\$94,092	\$94,092	2024
The Nctu Foundation	CA	\$305,834	Secretary	\$1,500	\$1,500	2024
California Victor University	CA	\$372,829	President	\$24,000	\$24,000	2024
Joseph And Edna Josephson Inst Of Ethics	CA	\$374,983	President	\$129,226	\$129,226	2024
The Kaleidoscope Institute	CA	\$301,635	Executive Dir.	\$100,733	\$103,708	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Everlasting Education Inc	CA	\$376,802	Board Member/executive Director	\$75,273	\$75,273	2024
Cead - Center For Education And Academic Development	CA	\$300,739	President	\$64,500	\$64,500	2024
Altura Credit Union Foundation	CA	\$296,086	Ceo	\$40,924	\$42,133	2023
One Spark Foundation Inc	CA	\$385,208	Executive Dir	\$17,640	\$17,640	2024
Multinational Exchange For Sustainable A	CA	\$386,952	Ceo	\$84,538	\$84,538	2024
Bay Area Teacher Training Institute	CA	\$390,714	Executive Director	\$7,899	\$7,899	2024
Mentor Tutor Connection	CA	\$392,348	Executive Director	\$39,568	\$39,568	2024
National Veterans Transition	CA	\$282,384	President/executive Direct	\$37,500	\$37,500	2024
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$94,060	2024
La Biotech Center	CA	\$400,879	Executive Director	\$66,667	\$66,667	2024
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$50,592	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 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 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	49 organizations. Compensation range \$12–\$182,137; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$339,024); for reference, expenses \$396,893 and assets \$289,150.
ROLE MATCH	Elaine Ikeda, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (Elaine Ikeda) 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 49 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$190,067 is reasonable (approximately the 100th 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.