

This analysis benchmarks the total compensation of **Rev Julie Boleyn, Executive Director / CEO** (\$100,733) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rev Julie Boleyn — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B90).

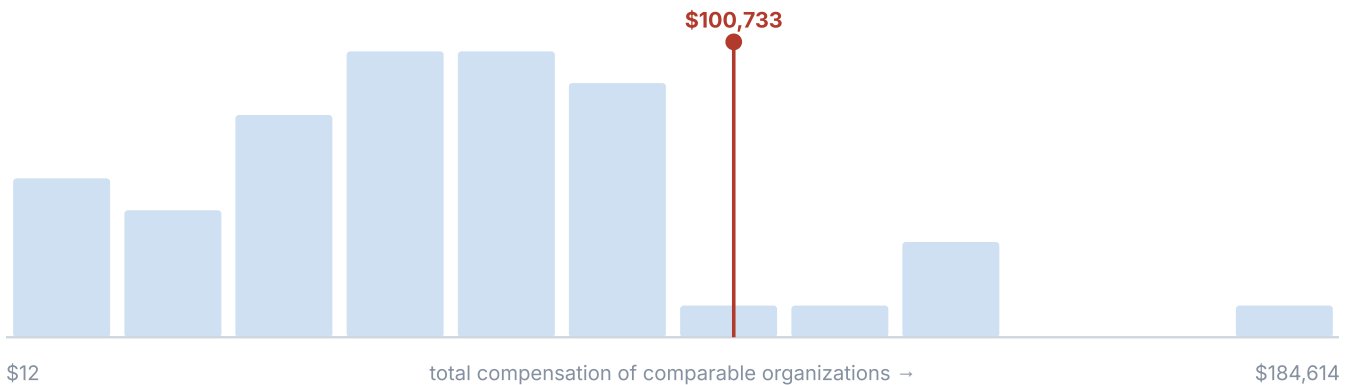
**BUDGET** Total revenue between \$202,095 and \$452,452 — 0.67x to 1.50x the subject's \$301,635 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

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

→ **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$16,365</b>	<b>\$38,747</b>	<b>\$59,612</b>	<b>\$83,264</b>	<b>\$107,963</b>	<b>\$100,733</b>
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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 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
<a href="#">Cead - Center For Education And Academic Development</a>	CA	\$300,739	President	\$64,500	<b>\$62,650</b>	2024
<a href="#">The Nctu Foundation</a>	CA	\$305,834	Secretary	\$1,500	<b>\$1,457</b>	2024
<a href="#">Afghan-american Community Organization</a>	CA	\$306,716	Executive Dir.	\$94,092	<b>\$91,393</b>	2024
<a href="#">Altura Credit Union Foundation</a>	CA	\$296,086	Ceo	\$40,924	<b>\$40,924</b>	2023
<a href="#">Blockchain Acceleration Foundation</a>	CA	\$318,194	Head Of Operations	\$53,162	<b>\$51,637</b>	2024
<a href="#">National Veterans Transition</a>	CA	\$282,384	President/executive Direct	\$37,500	<b>\$36,424</b>	2024
<a href="#">Marshmallow Minds</a>	CA	\$324,319	Ceo	\$64,500	<b>\$64,500</b>	2023
<a href="#">Foundation For Santa Barbara High School</a>	CA	\$276,838	Executive Director	\$50,592	<b>\$49,141</b>	2024
<a href="#">Yours Humanly</a>	CA	\$330,099	Ceo	\$72,000	<b>\$69,934</b>	2024
<a href="#">Words In The Wild</a>	CA	\$270,630	Executive Dir.	\$24,320	<b>\$23,622</b>	2024
<a href="#">Center For Mathematics And Teaching Inc</a>	CA	\$335,180	Vice President	\$86,718	<b>\$86,718</b>	2023
<a href="#">Lead California</a>	CA	\$339,024	Executive Director	\$190,067	<b>\$184,614</b>	2024
<a href="#">Courage Foundation</a>	CA	\$261,475	Director Of Program Development/ Le	\$90,000	<b>\$87,418</b>	2024
<a href="#">Community Alliance For Learning</a>	CA	\$345,986	Executive Dir.	\$57,105	<b>\$54,037</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Allyance Inc</a>	CA	\$256,624	Director	\$12	<b>\$12</b>	2023
<a href="#">Glaucoma Research And Education Group</a>	CA	\$348,575	Research Director	\$40,000	<b>\$38,852</b>	2024
<a href="#">Inspire Learning Academy</a>	CA	\$250,570	President	\$57,000	<b>\$55,365</b>	2024
<a href="#">Yes We Can World Foundation</a>	CA	\$357,183	Chief Executive Officer	\$45,000	<b>\$43,709</b>	2024
<a href="#">Tracy Chamber Of Commerce</a>	CA	\$244,979	Ceo	\$78,900	<b>\$78,900</b>	2023
<a href="#">Apples To Zucchini Cooking School</a>	CA	\$358,656	Executive Director	\$25,040	<b>\$24,322</b>	2024
<a href="#">Peacemakers Inc</a>	CA	\$239,222	Founding Director	\$13,000	<b>\$13,000</b>	2023
<a href="#">Mindcatcher Education</a>	CA	\$365,704	Ceo	\$134,060	<b>\$134,060</b>	2023
<a href="#">Yamei Academy Of Excellence</a>	CA	\$232,111	Ceo And Director	\$36,000	<b>\$34,967</b>	2024
<a href="#">California Victor University</a>	CA	\$372,829	President	\$24,000	<b>\$23,311</b>	2024
<a href="#">Global Youth Leadership Center</a>	CA	\$230,262	Founder	\$125,000	<b>\$121,414</b>	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 2023 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **48** organizations. Compensation range \$12–\$184,614; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$301,635); for reference, expenses \$316,287 and assets \$63,316.
ROLE MATCH	Rev Julie Boleyn, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Rev Julie Boleyn) 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 48 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,733 is reasonable (approximately the 88<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.