

Im A Movement Not A Monument

This analysis benchmarks the total compensation of **Duran Bowie, Executive Director / CEO** (\$19,875) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O50).

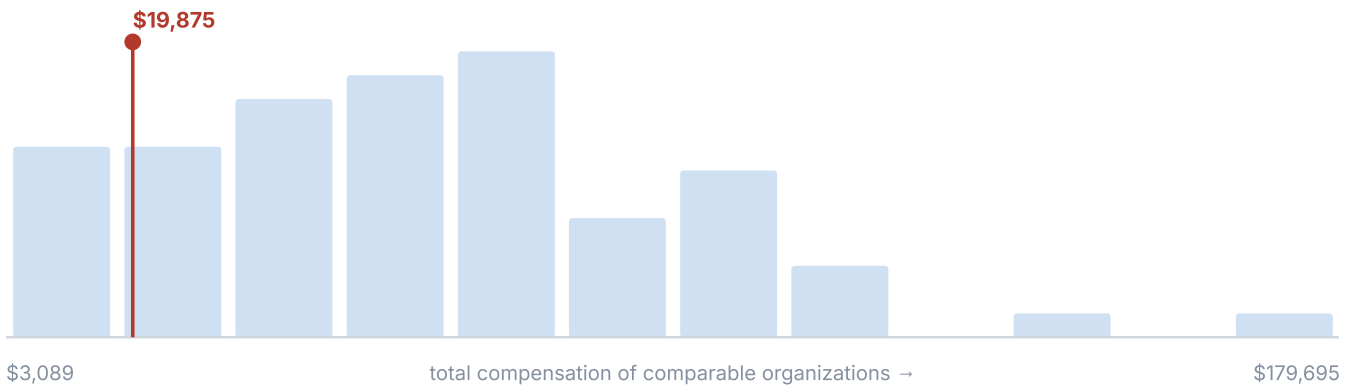
BUDGET Total revenue between \$197,311 and \$441,742 — 0.67x to 1.50x the subject's \$294,495 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,037	\$34,398	\$56,778	\$76,575	\$102,159	\$19,875
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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
New Hope Community Development	CA	\$295,653	Executive Dir.	\$16,000	\$16,473	2023
Focusfish Inc	CA	\$296,355	Executive Dir.	\$73,963	\$76,148	2023
The Axiom Project Inc	CA	\$290,761	Executive Dir.	\$53,406	\$53,406	2024
Sacred Rok	CA	\$289,602	Executive Dir.	\$43,000	\$44,270	2023
Renegade Girls	CA	\$288,333	Co Director	\$101,000	\$103,983	2023
Aster Study Center Inc	CA	\$288,192	Board Member	\$8,000	\$8,236	2023
Envision Your Pathway Inc	CA	\$286,377	Executive Director	\$104,000	\$101,319	2025
School Of Unity And Liberation	CA	\$283,558	Executive Dir.	\$76,013	\$78,258	2023
Badger Association For Athletic Develop	CA	\$283,416	President & Ceo	\$45,500	\$45,500	2024
The Blue Heart Foundation	CA	\$309,138	Vice President	\$11,711	\$11,711	2024
Drawbridge	CA	\$309,553	Executive Dir.	\$102,999	\$102,999	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$34,112	2024
Girls On The Run Of Greater	CA	\$273,329	Executive Dir.	\$75,923	\$75,923	2024
Sumanda Inc	CA	\$270,753	Secretary/chief Financial	\$3,000	\$3,089	2023
Firsthome Iq	CA	\$268,537	Executive Director And Secretary	\$120,000	\$120,000	2024
Be Smooth Inc	CA	\$264,506	Executive Dir.	\$106,314	\$109,454	2023
Worthy Beyond Purpose Inc	CA	\$263,745	Executive Director	\$61,007	\$61,007	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pico Youth & Family Center	CA	\$259,755	Executive Director	\$20,000	\$20,000	2024
The Undefeated Foundation Inc	CA	\$259,000	Director	\$50,000	\$51,477	2023
Camp Riva-lake Inc	CA	\$258,373	Camp Director	\$25,000	\$25,738	2023
Fostering Youth Independence	CA	\$335,766	Treasurer	\$62,000	\$63,831	2023
Youth Utilizing Power And Praise Organization	CA	\$252,823	Executive Director	\$54,000	\$55,595	2023
Venture Free Foundation	CA	\$251,027	Executive Director	\$46,800	\$46,800	2024
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$28,827	2023
Student Movement Of Justice And Opportunity	CA	\$246,623	Executive Director	\$38,400	\$38,400	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	66 organizations. Compensation range \$3,089–\$179,695; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$294,495); for reference, expenses \$286,425 and assets \$16,080.
ROLE MATCH	Duran Bowie, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	14 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 (Duran Bowie) 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 66 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,875 is reasonable (approximately the 14th 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.