

This analysis benchmarks the total compensation of **Malani Yabsley, Executive Director / CEO** (\$7,115) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **5th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Malani Yabsley — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P99).

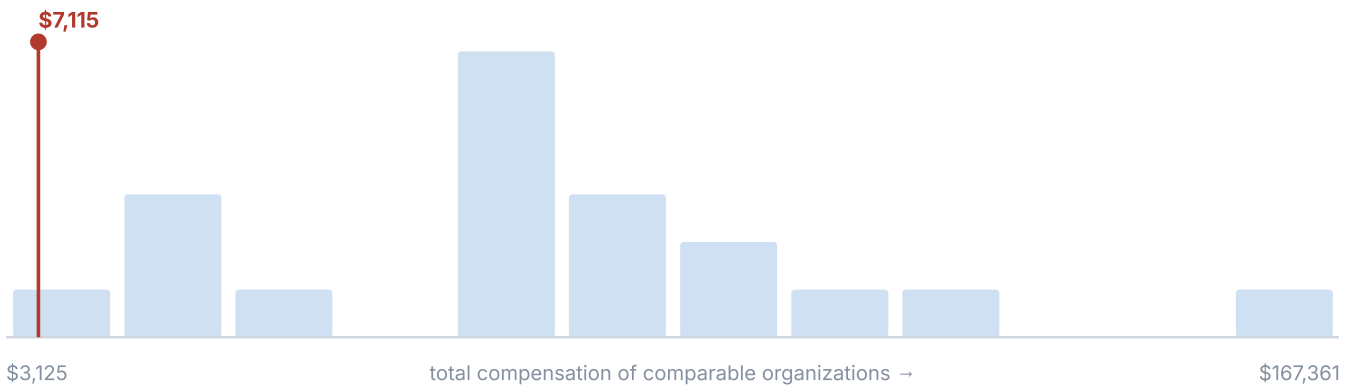
BUDGET Total revenue between \$278,309 and \$623,080 — 0.67x to 1.50x the subject's \$415,387 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P99) + CA + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ 19 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,234	\$47,292	\$68,331	\$89,635	\$104,334	\$7,115
----------	----------	----------	----------	-----------	---------



■ 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
San Pedro Recovery Alliance	CA	\$407,250	Executive Director	\$71,021	\$71,021	2024
Awareness Into Domestic Abuse	CA	\$405,838	Executive Director	\$3,125	\$3,125	2024
Stronger Together Now	CA	\$430,751	Chief Executive Office	\$66,954	\$66,954	2024
Kitka Inc	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	\$82,741	2024
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$84,072	2024
Stand In Peace International	CA	\$459,834	Ceo	\$93,000	\$95,747	2023
A Touch Of Understanding	CA	\$461,630	Executive Dire	\$63,407	\$65,280	2023
Lend A Hand Foundation	CA	\$473,847	Executive Dir.	\$62,330	\$62,330	2024
Order Our Steps	CA	\$479,696	Owner	\$80,000	\$82,363	2023
Workable Career Trends	CA	\$341,514	Ceo	\$98,750	\$101,667	2023
Faith In Action Interfaith Volunteer Caregivers Of Solano County	CA	\$516,263	Executive Director	\$92,466	\$95,197	2023
Dry Dock Corporation	CA	\$290,465	Executive Director And Treasurer	\$59,700	\$61,463	2023
Birth Companions Community Center	CA	\$281,781	Director	\$21,600	\$21,600	2024
The Laundry Truck La	CA	\$560,749	Director	\$33,120	\$33,120	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Alabaster Jar Project	CA	\$577,822	Former Executive Director	\$70,139	\$68,331	2025
Nick & Normas No Child Left Behind Fund	CA	\$595,319	Board President	\$22,393	\$22,393	2024
Fox Vocational Services	CA	\$601,026	Executive Director	\$171,789	\$167,361	2025
Dream Catchers Edh	CA	\$602,535	Ceo	\$115,000	\$115,000	2024
Nate's Place A Wellness And	CA	\$620,044	President	\$27,000	\$27,000	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	19 organizations. Compensation range \$3,125–\$167,361; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$415,387); for reference, expenses \$146,190 and assets \$192,757. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Malani Yabsley, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	5 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 (Malani Yabsley) 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 19 similarly situated organizations (Same NTEE sector (P99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,115 is reasonable (approximately the 5th 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.