

Pathfinders Justice Initiative Inc

Executive Director / CEO

EIN 465601806
 NV · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **R Evon Idahosa, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **903** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

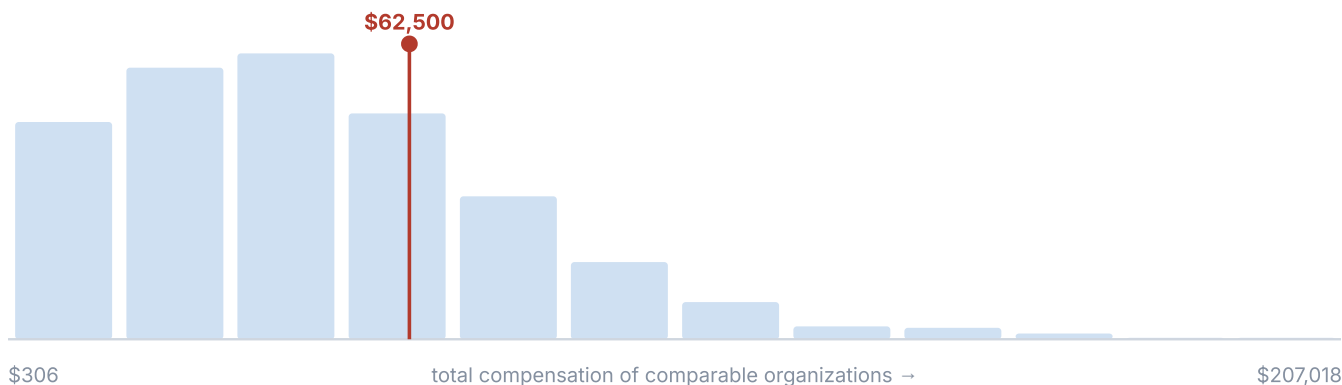
Benchmarked executive: R Evon Idahosa — reported title "FOUNDER/ED", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

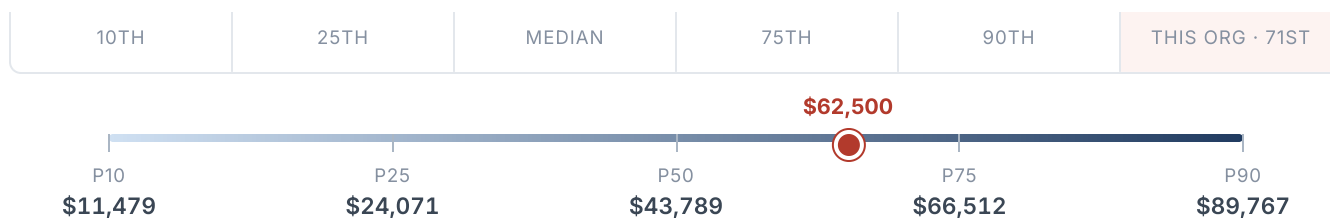
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$163,520 and \$366,090 — 0.67x to 1.50x the subject's \$244,060 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

903 organizations qualified on sector, size, and geography → **903** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,479	\$24,071	\$43,789	\$66,512	\$89,767	\$62,500
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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 NV 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
Love Helps Inc	TN	\$244,242	Executive Director	\$119,056	\$121,266	2024
Samaritans Market	MS	\$243,652	Director	\$12,669	\$13,673	2024
Rock N Our Disabilities Foundation	CA	\$244,484	Foudner/ceo	\$16,335	\$14,072	2023
Blue Sky Acres Inc	GA	\$244,653	Executive Di	\$34,740	\$33,848	2024
Kingdom Servants Inc	TX	\$244,775	Director/chairm	\$141,900	\$141,608	2023
More	MN	\$244,818	Executive Dir.	\$62,154	\$59,512	2024
The Comfort Home Mi	MI	\$243,277	Executive Di	\$61,321	\$61,332	2024
Crusaders For The Cross	MO	\$244,850	Secretary	\$6,630	\$7,006	2023
American Heroes Outdoors	MN	\$243,227	Gall	\$62,396	\$61,508	2023
Reborn Ministries	IL	\$243,210	Executive Director	\$12,500	\$11,908	2024
Nlc Youth Association	KS	\$243,203	Director	\$23,198	\$25,002	2023
Good Life Refuge	CO	\$243,200	President/director	\$21,000	\$19,513	2024
Hearts Unite To Give Support	NV	\$243,184	President &	\$66,038	\$64,143	2024
Arlington Community Services Inc	FL	\$243,130	Executive Director	\$29,416	\$26,778	2024
Pdx Saints Love	WA	\$245,032	Executive Dir.	\$48,000	\$42,873	2023
African Young Dreamers Empowerment Program Intl	WA	\$245,049	Director	\$45,000	\$40,193	2023
Coaches Of Influence	CA	\$245,135	Ceo	\$49,777	\$41,651	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Renesting Project Inc	LA	\$245,147	Executive Di	\$36,863	\$39,333	2024
Caitlin's Smiles Inc	PA	\$242,835	Founder/ceo	\$34,500	\$34,323	2023
Holy Family Adoption Agency	MN	\$242,350	Executive Di	\$58,240	\$55,764	2024
Fiorenza's Food For Friends	PA	\$242,342	Executive Director	\$81,250	\$78,514	2024
National Network For District Authorizing	CA	\$242,318	Executive Director	\$174,198	\$145,758	2024
The 31heroes Project	VA	\$245,804	Executive Director	\$77,000	\$72,043	2024
Real Men Real Leaders Inc	KS	\$245,915	Executive Director	\$30,530	\$31,960	2024
Shelter Wf Inc	MT	\$242,199	Board Member	\$5,496	\$5,740	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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 903 organizations. Compensation range \$306–\$207,018; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$244,060); for reference, expenses \$252,350 and assets \$14,262.

ROLE MATCH R Evon Idahosa, reported title "*FOUNDER/ED*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	71 st
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	68 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 (R Evon Idahosa) 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 903 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 71st 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.