

# Institute For Holotropics Inc

Executive Director / CEO

EIN 471591216

CA · NTEE V99

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Cary Sparks, Executive Director / CEO** (\$100,894) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Cary Sparks — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (V99).

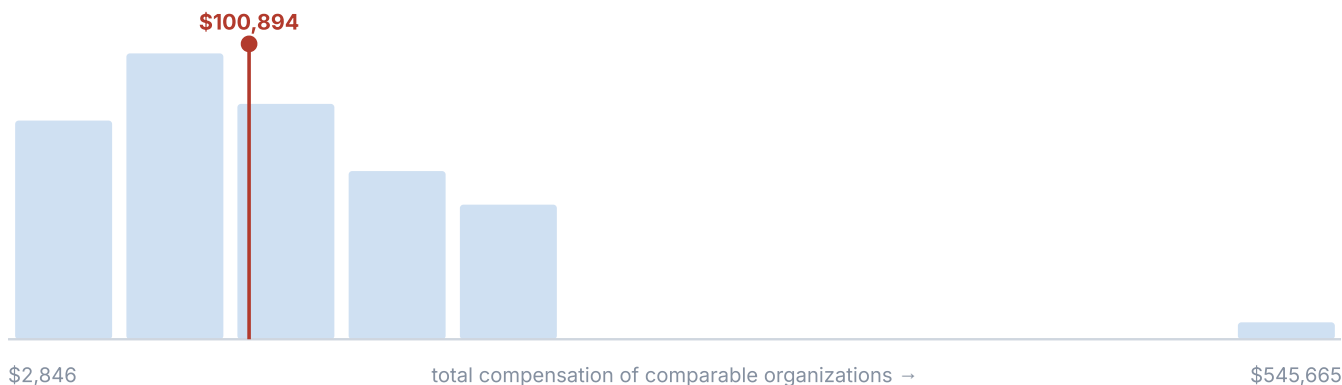
**BUDGET** Total revenue between \$288,334 and \$645,525 — 0.67x to 1.50x the subject's \$430,350 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

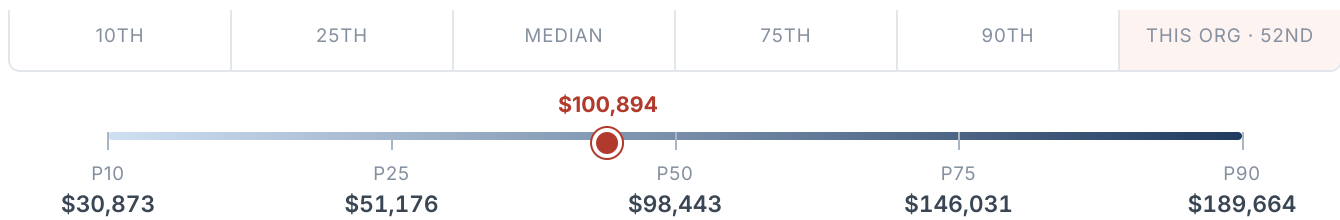
**63** organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,873	\$51,176	\$98,443	\$146,031	\$189,664	\$100,894
----------	----------	----------	-----------	-----------	-----------



## ● 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="#">The Institute For New Economic Thinking</a>	NY	\$429,626	President	\$521,435	<b>\$545,665</b>	2024
<a href="#">Un Mundo Sin Mordaza</a>	DC	\$427,380	President	\$48,000	<b>\$50,221</b>	2023
<a href="#">Louisiana Family Forum Inc</a>	LA	\$433,568	President	\$117,494	<b>\$154,253</b>	2023
<a href="#">California Women Lead</a>	CA	\$421,172	Executive Director	\$62,792	<b>\$62,792</b>	2024
<a href="#">Methods Innovation Inc</a>	WY	\$445,252	President	\$86,988	<b>\$107,873</b>	2024
<a href="#">Center For Supportive Communities Inc</a>	KS	\$448,990	Executive Director	\$80,000	<b>\$100,089</b>	2024
<a href="#">Prosecutors' Center For Excellence</a>	NY	\$452,575	Executive Di	\$100,000	<b>\$104,647</b>	2024
<a href="#">Global Game Jam Inc</a>	CA	\$455,813	Executive Dir.	\$31,529	<b>\$30,716</b>	2025
<a href="#">Crosswinds Foundation For</a>	AL	\$403,964	President	\$48,000	<b>\$60,053</b>	2024
<a href="#">Human Engineering Laboratory Inc</a>	MA	\$459,399	Director Of Finance	\$120,189	<b>\$125,077</b>	2024
<a href="#">Democratic Socialists Of America Fund</a>	NY	\$399,886	Director	\$57,048	<b>\$59,699</b>	2024
<a href="#">New Netherland Institute</a>	NY	\$399,797	Director	\$65,000	<b>\$68,020</b>	2024
<a href="#">Institute For Ecumenical &amp; Cultural</a>	MN	\$463,152	Acting Executive Director	\$67,490	<b>\$77,229</b>	2024
<a href="#">Institute For Economics And Peace</a>	NY	\$395,562	Executive Director	\$179,179	<b>\$187,505</b>	2024
<a href="#">Nebraska Council On Economic Education</a>	NE	\$394,922	President, Ncee	\$55,499	<b>\$67,346</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Leverage Research Inc</a>	FL	\$392,590	Ceo & Chair & Treasurer	\$21,533	<b>\$23,426</b>	2024
<a href="#">Social Program Evaluators</a>	MI	\$472,286	Chief Exec O	\$89,416	<b>\$106,882</b>	2024
<a href="#">Tuscarawas County Economic Development</a>	OH	\$385,045	Acting Secretary / Execdir	\$143,794	<b>\$181,584</b>	2023
<a href="#">Jewish Orthodox Feminist Alliance Inc</a>	NY	\$482,537	Executive Director	\$152,400	<b>\$159,482</b>	2024
<a href="#">Project Real</a>	NV	\$377,889	Executive Director	\$47,775	<b>\$55,458</b>	2024
<a href="#">Living City Project Inc</a>	NY	\$372,760	President	\$94,072	<b>\$98,443</b>	2024
<a href="#">National Center For Health Research Inc</a>	DC	\$489,483	President	\$139,107	<b>\$145,543</b>	2023
<a href="#">Delaware Council On Economic Education</a>	DE	\$368,572	President And Secretary	\$32,500	<b>\$35,903</b>	2025
<a href="#">Maya Exploration Center</a>	TX	\$367,484	Chairman	\$45,000	<b>\$52,130</b>	2024
<a href="#">Hollins Communications Research Institute</a>	VA	\$495,516	President	\$75,583	<b>\$84,515</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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **63** organizations. Compensation range \$2,846–\$545,665; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$430,350); for reference, expenses \$430,770 and assets \$148,820.

ROLE MATCH	Cary Sparks, reported title " <i>President</i> ", 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	49 <sup>th</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 (Cary Sparks) 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 13, 2026, comparing compensation against 63 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,894 is reasonable (approximately the 52<sup>nd</sup> 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 13, 2026.