

Sankofa House Inc

Executive Director / CEO

EIN 474556275

GA · NTEE P12

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Miselinda Agbaka, Executive Director / CEO** (\$39,912) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Miselinda Agbaka — 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 (P12).

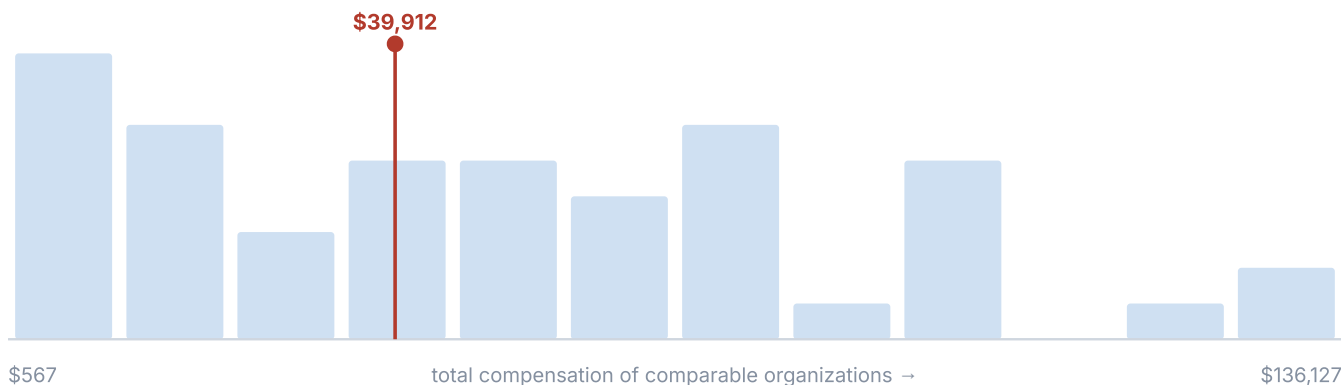
BUDGET Total revenue between \$194,527 and \$435,508 — 0.67x to 1.50x the subject's \$290,339 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,018	\$18,774	\$50,965	\$69,937	\$94,732	\$39,912
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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 GA 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
My Better Benefits	NY	\$293,590	Officer	\$12,600	\$11,623	2024
Neighbor To Neighbor Massachusetts	MA	\$286,918	Executive Di	\$1,702	\$1,561	2024
Fostering Further	OH	\$283,116	Executive Director	\$54,708	\$59,152	2024
End Human Trafficking Inc	FL	\$309,320	Executive Di	\$96,830	\$92,862	2024
Orange County Walk To Remember	CA	\$268,345	Director	\$89,175	\$78,609	2024
Foster The Love Louisiana Inc	LA	\$314,688	Executive Director	\$40,000	\$44,964	2024
L E A D Foundation Inc	MI	\$265,877	Executive Director	\$50,340	\$54,610	2023
The Izzy Foundation	RI	\$265,754	Executive Director	\$83,019	\$81,266	2024
Mindful Communities Fund	TX	\$263,406	Exec Dir/pres.	\$93,000	\$94,970	2024
Friends Of Ruwenzori Foundation	CA	\$261,956	Executive Di	\$55,800	\$49,188	2024
The Brandon Tolson Foundation Inc	MD	\$258,987	Executive Dir.	\$30,000	\$28,632	2024
Yoga Gives Back	CA	\$257,095	Executive Dir.	\$61,508	\$55,821	2023
Adult Care Services Inc	AZ	\$324,907	President & Ed	\$133,658	\$135,100	2023
Olive Osmond Hearing Fund Inc	UT	\$251,897	Ceo	\$18,000	\$18,807	2024
Gp Made Foundation Inc	MO	\$251,724	Executive Director	\$34,175	\$38,043	2023
Texas Baptist Prisoner Family Ministry	TX	\$331,025	Executive Director	\$98,167	\$100,246	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope For Life	WA	\$332,945	Executive Director	\$100,420	\$94,494	2023
Morrison Foundation	OR	\$333,311	Chief Executive Officer	\$7,761	\$7,357	2024
Always Endure	TN	\$243,818	President/executive Director	\$60,000	\$64,384	2024
Digital Business Research Corp	NY	\$242,500	President	\$143,333	\$136,127	2023
The Wintercare Energy Fund Inc	KY	\$339,524	Executive Director	\$62,966	\$69,060	2024
The Angel Band Project	MO	\$241,104	Executive Director	\$64,423	\$71,715	2023
La La Land Foundation Inc	NJ	\$240,947	Director	\$75,750	\$69,043	2024
God's Vision For Haiti	MI	\$342,156	Executive Di	\$23,845	\$25,126	2024
Childrens Global Alliance	CO	\$228,096	Executive Di	\$12,000	\$11,747	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2025 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 GA 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	46 organizations. Compensation range \$567–\$136,127; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$290,339); for reference, expenses \$273,928 and assets \$90,961.
ROLE MATCH	Miselinda Agbaka, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	28 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 (Miselinda Agbaka) 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 46 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,912 is reasonable (approximately the 43rd 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.