

M&g Etomi Foundation

Executive Director / CEO

EIN 550871878
 NC · NTEE Q30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Etomi, Executive Director / CEO** (\$1) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

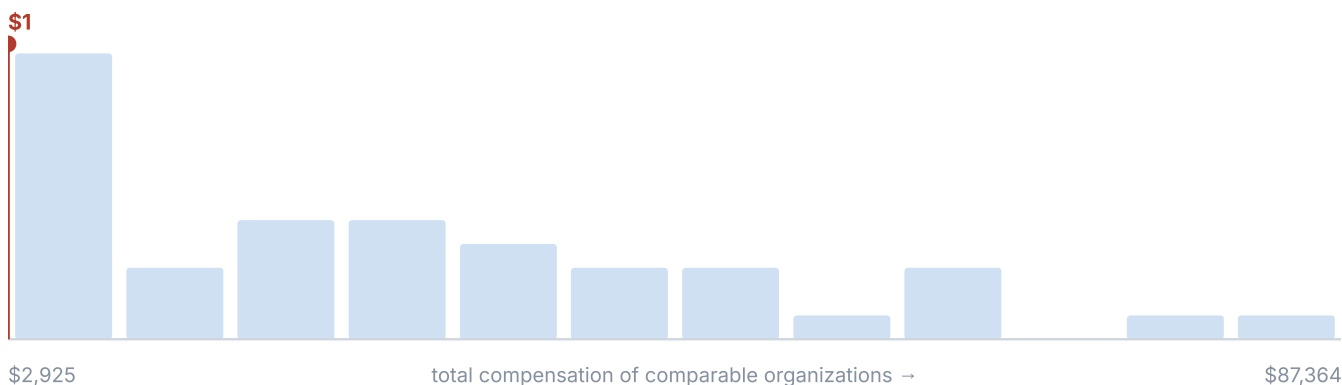
Benchmarked executive: Michael Etomi — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$92,460 and \$207,000 — 0.67x to 1.50x the subject's \$138,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,985	\$7,827	\$25,549	\$44,528	\$59,465	\$1
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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 NC 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
Nanubhai Education Foundation Inc	GA	\$140,204	Executive Director	\$8,400	\$7,940	2024
World Dental Relief Inc	OK	\$140,901	President	\$84,400	\$87,364	2024
Friends Of Basha	OR	\$128,694	Executive Director	\$12,000	\$10,476	2024
Mercy Partners	NC	\$125,056	Executive Director	\$27,000	\$25,549	2025
Afrika Tikkun Usa Inc	OH	\$124,739	Exec Directo	\$75,000	\$74,673	2024
Partners In Compassionate Care Inc	MI	\$124,335	Exec Dir Thr	\$53,242	\$51,659	2024
U S All Blessings Corporation	TN	\$121,841	President	\$26,000	\$26,450	2023
Intermed International Inc	NY	\$121,592	President & Program Direct	\$35,000	\$29,731	2024
His Heart For Africa Inc	TN	\$155,057	President	\$4,900	\$4,985	2023
Vision For Missions Inc	AR	\$117,432	Missionary	\$12,000	\$12,680	2024
Foundation For Restoring Womens	TN	\$114,273	Medical Dir.	\$43,814	\$44,572	2023
Institute For International	MI	\$113,629	Exec. Direct	\$8,000	\$7,762	2024
Solar Village Project Inc	MD	\$113,596	President	\$36,928	\$31,618	2025
Cdi International Inc	NY	\$165,000	President	\$36,000	\$30,580	2024
Friends Of Hue	CA	\$109,563	Program Manager	\$3,500	\$2,925	2023
Himalayan Healthcare Inc	NY	\$167,365	Director	\$38,280	\$32,517	2024
A Bridge For Africa Foundation	CO	\$107,359	Co-exec Dir.	\$32,254	\$28,324	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Coffee Trust	NM	\$170,317	Secretary/tr	\$6,573	\$6,645	2024
International Assistance Ministries	TX	\$105,175	Director	\$37,500	\$36,304	2023
Make Life Skate Life	CO	\$175,405	President	\$24,000	\$22,272	2023
International Medicine Network Inc	OK	\$177,364	President	\$43,017	\$44,528	2024
New Asia Foundation For Education	CA	\$178,689	President	\$7,500	\$6,268	2023
Godesign Inc	GA	\$178,799	Ceo	\$57,200	\$54,065	2024
Mbeya	CA	\$178,935	Chief Executive	\$77,004	\$64,352	2023
Inmed Partnerships For Children Inc	WA	\$93,678	President	\$4,500	\$3,787	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	41 organizations. Compensation range \$2,925–\$87,364; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$138,000); for reference, expenses \$109,541 and assets \$5,694.
ROLE MATCH	Michael Etomi, reported title " <i>President</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	0 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 (Michael Etomi) 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 41 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1 is reasonable (approximately the 0th 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.