

# Helping Everyone Receive Ongoing

Executive Director / CEO

EIN 721446886  
 LA · NTEE P20  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Monica Johnson, Executive Director / CEO** (\$42,233) against **every comparable organization** that fit the selection criteria — **776** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

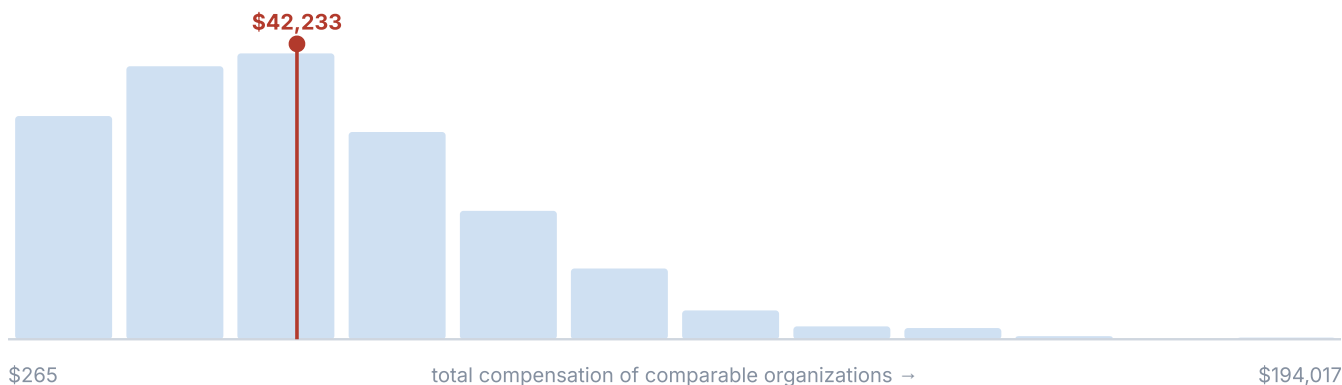
**Benchmarked executive:** Monica Johnson — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$141,694 and \$317,227 — 0.67x to 1.50x the subject's \$211,485 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**776** organizations qualified on sector, size, and geography → **776** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,805	\$22,598	\$39,738	\$60,444	\$81,353	<b>\$42,233</b>
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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 LA 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="#">Arms Wide Open Community Development Corporation</a>	GA	\$211,700	Executive Director	\$24,000	<b>\$22,563</b>	2023
<a href="#">Knots Of Love Inc</a>	WI	\$211,200	Executive Director	\$93,890	<b>\$91,679</b>	2023
<a href="#">Recovery Cafe Hamilton County Inc</a>	IN	\$211,773	Executive Director	\$56,003	<b>\$53,634</b>	2024
<a href="#">Umbrella Of The Capital District Inc</a>	NY	\$211,846	Executive Dir.	\$54,150	<b>\$44,437</b>	2024
<a href="#">En-hacore Community Center And Orientations (Ecco)</a>	LA	\$211,068	Officer, President, Executive Director	\$41,578	<b>\$41,578</b>	2024
<a href="#">P V Amman Temple Of N A</a>	NY	\$211,062	Priest	\$6,000	<b>\$5,069</b>	2023
<a href="#">Thinking Huts</a>	FL	\$210,796	Ceo Founder	\$30,000	<b>\$25,594</b>	2024
<a href="#">Global Village Connect</a>	MN	\$212,206	Executive Di	\$62,708	<b>\$56,272</b>	2024
<a href="#">Juniper Community Missions</a>	PA	\$210,693	President	\$16,800	<b>\$15,664</b>	2023
<a href="#">Africa Dream Partnership</a>	PA	\$212,338	Director, Employee	\$45,750	<b>\$42,657</b>	2023
<a href="#">Stop Trafficking Us</a>	ME	\$210,493	Director	\$22,416	<b>\$20,384</b>	2024
<a href="#">Licking Co Coalition Of Care</a>	OH	\$210,399	Executive Director	\$51,140	<b>\$50,644</b>	2023
<a href="#">Equasion</a>	OH	\$210,318	Executive Di	\$26,400	<b>\$25,393</b>	2024
<a href="#">Reins Of Grace Therapeutic Riding Center Inc</a>	IN	\$212,694	President	\$24,000	<b>\$22,985</b>	2024
<a href="#">Ericshouse Inc</a>	AZ	\$212,826	Chairman	\$39,300	<b>\$34,324</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mu Delta Lambda Charitable Fndn</a>	IL	\$212,851	President	\$5,000	<b>\$4,464</b>	2024
<a href="#">Shower Power Inc</a>	NY	\$213,183	Executive Director	\$85,000	<b>\$69,754</b>	2024
<a href="#">Greater Tallahassee Chamber Foundation</a>	FL	\$213,537	President/ceo	\$18,150	<b>\$15,484</b>	2024
<a href="#">The Freedom Cafe</a>	NH	\$213,567	Executive Director	\$50,525	<b>\$42,368</b>	2024
<a href="#">Arthur Lockhart Resource Institute</a>	IL	\$213,680	Executive Director	\$31,500	<b>\$28,954</b>	2023
<a href="#">African Leadership Partners Inc</a>	CA	\$213,728	President	\$33,600	<b>\$26,349</b>	2024
<a href="#">The Lion Project</a>	CO	\$209,109	Executive Director	\$70,000	<b>\$60,957</b>	2024
<a href="#">Family Promise Of Lycoming County Inc</a>	PA	\$213,923	Director	\$52,000	<b>\$47,093</b>	2024
<a href="#">The South Carolina Juneteenth Freedom Fest</a>	SC	\$209,038	President And Founder	\$20,000	<b>\$20,308</b>	2022
<a href="#">Crestone Eagle Community Media</a>	CO	\$209,008	Former Director	\$30,000	<b>\$26,124</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **776** organizations. Compensation range \$265–\$194,017; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$211,485); for reference, expenses \$299,851 and assets \$285,272. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Monica Johnson, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Monica Johnson) 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 10, 2026, comparing compensation against 776 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,233 is reasonable (approximately the 54<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.