

M3nd Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Jill Rice, Executive Director / CEO** (\$74,860) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

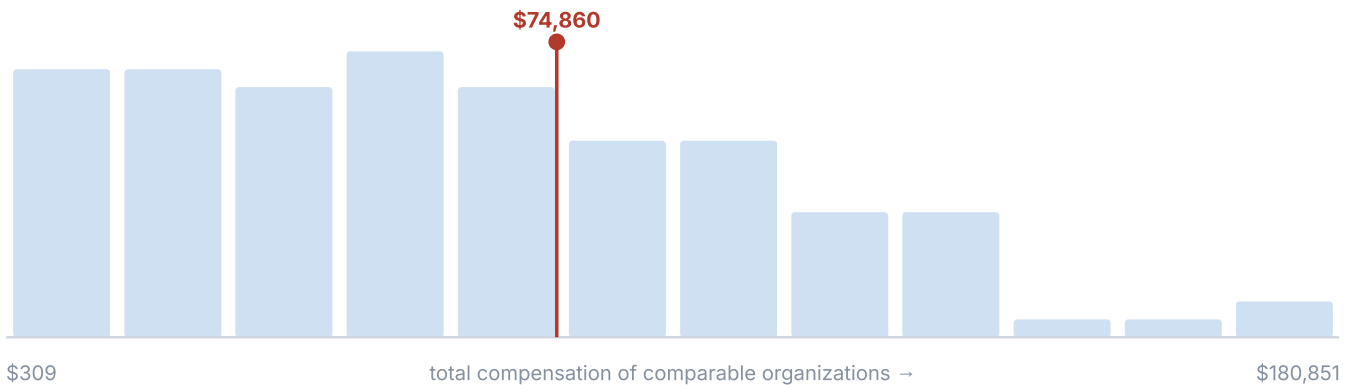
Benchmarked executive: Jill Rice — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$264,133 and \$591,343 — 0.67x to 1.50x the subject's \$394,229 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,385	\$29,958	\$53,493	\$90,082	\$114,656	\$74,860
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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 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
Greater Good International	CA	\$393,723	Executive Dir.	\$112,670	\$112,670	2024
Core Contributors Group Inc	CA	\$390,000	Vice President	\$2,520	\$3,055	2020
Blue Humming Therapy	CA	\$389,397	President Ceo	\$43,620	\$43,620	2024
Hunt Motors Inc	CA	\$400,032	Principal Ceo	\$300	\$309	2023
Fresh Producers	CA	\$386,864	Director	\$14,773	\$14,773	2024
Musical Theatre Academy Of Orange County	CA	\$401,813	Exective Artist	\$72,000	\$70,144	2025
California Immunization Coalition	CA	\$402,482	Executive Dir.	\$97,376	\$97,376	2024
Association Of California Comm	CA	\$384,655	Interim Ed	\$104,695	\$104,695	2024
South Central United	CA	\$404,074	Director	\$96,000	\$98,836	2023
Humanity Way Inc	CA	\$382,982	President	\$75,698	\$77,934	2023
Chasing 7 Dreams	CA	\$381,906	President	\$75,843	\$75,843	2024
Monthly Miracles	CA	\$381,822	President	\$75,000	\$75,000	2024
Lamorinda Village Inc	CA	\$408,442	Executive Director	\$87,800	\$87,800	2024
CeI Foundation	CA	\$379,212	Executive Director Foundat	\$100,329	\$100,329	2024
The Bay Area Mural Program Inc	CA	\$411,111	Executive Di	\$137,705	\$141,772	2023
Assuaged Foundation Inc	CA	\$411,679	Vice President	\$3,150	\$3,150	2024
Golden Rule Services	CA	\$376,361	Fndr & Ex. Dir.	\$65,402	\$67,334	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Able Community Development Foundation	CA	\$375,244	President/ceo	\$70,000	\$70,000	2024
Siskiyou Food Assistance Corporation	CA	\$374,141	Executive Director	\$17,760	\$17,302	2025
Life Builders Incorporated	CA	\$371,695	Ceo/president	\$135,206	\$135,206	2024
Youth Recovery Connections	CA	\$371,657	President & Ceo	\$92,930	\$95,675	2023
Chiron Center Inc	CA	\$370,186	Executive Dir.	\$21,000	\$21,620	2023
His Little Feet	CA	\$367,606	Executive Dir.	\$63,600	\$65,479	2023
Mothers-in-action Inc	CA	\$422,398	Board President & Ceo	\$81,000	\$93,763	2021
Healing Rhythms	CA	\$365,562	Secretary	\$21,985	\$22,634	2023

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.

■ Sample, role match & sensitivity

PEER COUNT	114 organizations. Compensation range \$309–\$180,851; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$394,229); for reference, expenses \$441,298 and assets \$237,931.
ROLE MATCH	Jill Rice, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	61 st

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 (Jill Rice) 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 114 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,860 is reasonable (approximately the 63rd 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.