

Humanity Way Inc

Executive Director / CEO

EIN 814291474

CA · NTEE P20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Elizabeth D Powers, Executive Director / CEO** (\$75,698) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Elizabeth D Powers — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

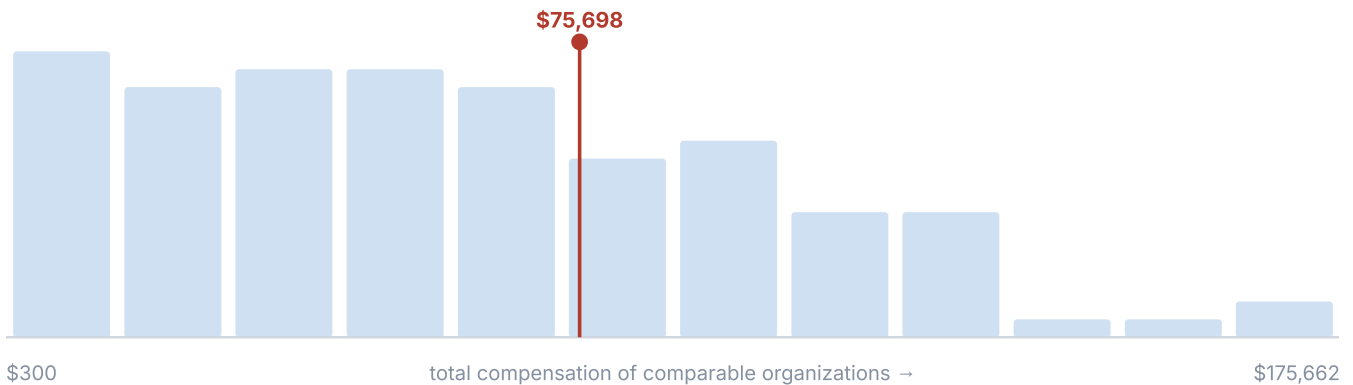
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$256,597 and \$574,473 — 0.67x to 1.50x the subject's \$382,982 (the band tightens as size grows).

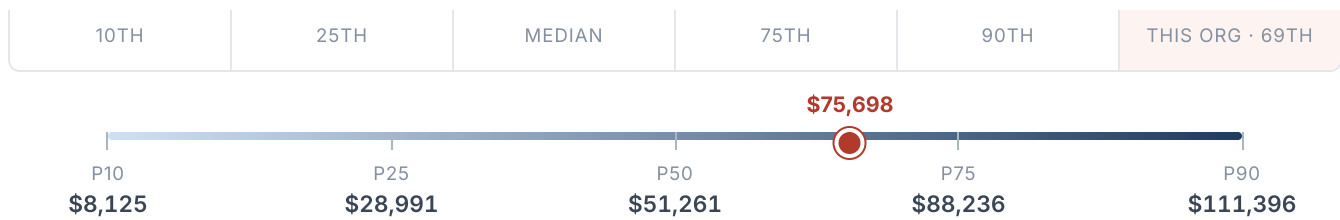
GEOGRAPHY Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,125	\$28,991	\$51,261	\$88,236	\$111,396	\$75,698
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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
Chasing 7 Dreams	CA	\$381,906	President	\$75,843	\$73,667	2024
Monthly Miracles	CA	\$381,822	President	\$75,000	\$72,848	2024
Association Of California Comm	CA	\$384,655	Interim Ed	\$104,695	\$101,691	2024
CeI Foundation	CA	\$379,212	Executive Director Foundat	\$100,329	\$97,451	2024
Fresh Producers	CA	\$386,864	Director	\$14,773	\$14,349	2024
Blue Humming Therapy	CA	\$389,397	President Ceo	\$43,620	\$42,369	2024
Golden Rule Services	CA	\$376,361	Fndr & Ex. Dir.	\$65,402	\$65,402	2023
Core Contributors Group Inc	CA	\$390,000	Vice President	\$2,520	\$2,967	2020
Able Community Development Foundation	CA	\$375,244	President/ceo	\$70,000	\$67,992	2024
Siskiyou Food Assistance Corporation	CA	\$374,141	Executive Director	\$17,760	\$16,806	2025
Greater Good International	CA	\$393,723	Executive Dir.	\$112,670	\$109,438	2024
M3nd Project	CA	\$394,229	Secretary	\$74,860	\$72,712	2024
Life Builders Incorporated	CA	\$371,695	Ceo/president	\$135,206	\$131,327	2024
Youth Recovery Connections	CA	\$371,657	President & Ceo	\$92,930	\$92,930	2023
Chiron Center Inc	CA	\$370,186	Executive Dir.	\$21,000	\$21,000	2023
His Little Feet	CA	\$367,606	Executive Dir.	\$63,600	\$63,600	2023
Hunt Motors Inc	CA	\$400,032	Principal Ceo	\$300	\$300	2023
Healing Rhythms	CA	\$365,562	Secretary	\$21,985	\$21,985	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Musical Theatre Academy Of Orange County	CA	\$401,813	Exective Artist	\$72,000	\$68,132	2025
California Immunization Coalition	CA	\$402,482	Executive Dir.	\$97,376	\$94,582	2024
Voice Of Including Community Equitably	CA	\$362,472	Vice President	\$85,145	\$85,145	2023
South Central United	CA	\$404,074	Director	\$96,000	\$96,000	2023
Kind Hearts San Diego	CA	\$360,775	President	\$28,000	\$28,000	2023
Coppers Dream Rescue	CA	\$360,696	Senior Director	\$65,839	\$65,839	2023
Hearts Connection	CA	\$360,359	Director Of Organization	\$60,899	\$60,899	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 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 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	113 organizations. Compensation range \$300–\$175,662; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$382,982); for reference, expenses \$432,977 and assets \$25,206.
ROLE MATCH	Elizabeth D Powers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	69 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	68 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 (Elizabeth D Powers) 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 113 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,698 is reasonable (approximately the 69th 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 10, 2026.