

# 100 Humanitarians International

Executive Director / CEO

EIN 821048388

UT · NTEE T50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marissa Waldrop, Executive Director / CEO** (\$10,533) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Marissa Waldrop — reported title “Programs Director”, 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 (T50).

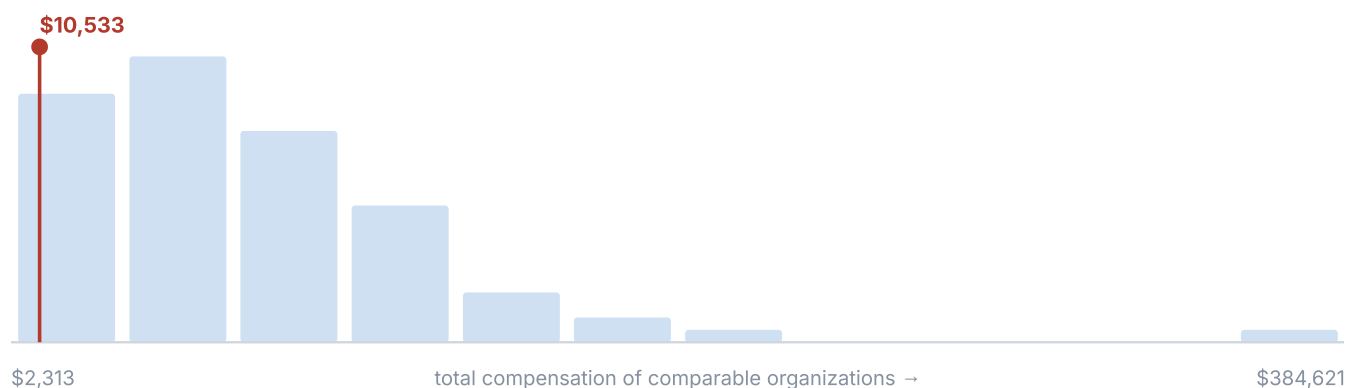
**BUDGET** Total revenue between \$280,546 and \$628,089 — 0.67x to 1.50x the subject's \$418,726 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,520

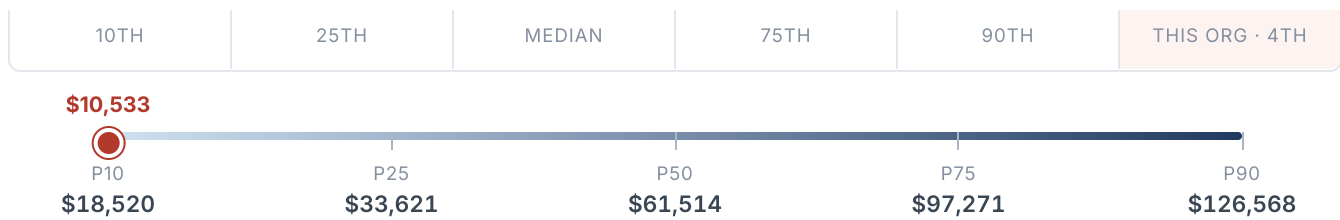
\$33,621

\$61,514

\$97,271

\$126,568

**\$10,533**



## ■ 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 UT 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="#">Life Santa</a>	UT	\$416,897	Executive Director	\$22,000	<b>\$22,000</b>	2024
<a href="#">Kyiv Mohyla Foundation Of America</a>	IL	\$424,013	President	\$60,000	<b>\$57,634</b>	2024
<a href="#">Manhattan Community Health Foundation</a>	KS	\$424,828	Executive Director	\$14,568	<b>\$15,377</b>	2024
<a href="#">Jewish Charity Review Inc</a>	NJ	\$424,877	Treasurer	\$22,320	<b>\$20,046</b>	2023
<a href="#">St Philips On The Park Housing</a>	NY	\$411,256	Maintenance	\$110,342	<b>\$97,421</b>	2024
<a href="#">Thanksgiving Heroes Foundation</a>	UT	\$410,440	—	\$78,000	<b>\$80,304</b>	2023
<a href="#">Philanthropy Missouri</a>	MO	\$409,262	Ceo	\$117,594	<b>\$125,287</b>	2023
<a href="#">Ohio Coalition On Black Civic Participation</a>	OH	\$429,183	President And Treasurer - Board Member	\$31,000	<b>\$32,081</b>	2024
<a href="#">Charities Review Council</a>	MN	\$406,358	Executive Director	\$118,241	<b>\$117,528</b>	2023
<a href="#">Eugene And Jeanne Savage Scholarship Fund</a>	MD	\$431,246	Trustee	\$14,412	<b>\$13,165</b>	2024
<a href="#">American Jewish Medical Association</a>	VA	\$405,355	Ceo	\$112,500	<b>\$106,132</b>	2024
<a href="#">Downtown Boulder Community Initiatives</a>	CO	\$404,871	Ceo	\$166,294	<b>\$155,798</b>	2024
<a href="#">Planting Seeds International</a>	IL	\$432,813	Executive Director	\$30,165	<b>\$28,975</b>	2024
<a href="#">Foundation For Christian Schools</a>	MT	\$404,628	Director	\$48,000	<b>\$52,048</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sport Innovators</a>	CA	\$395,359	Executive Director	\$125,000	<b>\$105,462</b>	2024
<a href="#">A Moment Of Magic Inc</a>	PA	\$394,891	Employee	\$100,800	<b>\$98,215</b>	2024
<a href="#">International Friendship Ministries Inc</a>	GA	\$393,364	President	\$24,185	<b>\$24,461</b>	2023
<a href="#">Altar Fly Fishing</a>	IL	\$445,834	President	\$107,500	<b>\$106,311</b>	2023
<a href="#">Philanthropy Miami Inc</a>	FL	\$390,196	Executive Director	\$63,510	<b>\$58,294</b>	2024
<a href="#">Sauls Light Foundation</a>	LA	\$382,838	Executive Direc	\$38,462	<b>\$42,603</b>	2023
<a href="#">Soundcheck Prevention Network</a>	NC	\$455,375	Executive Di	\$96,200	<b>\$97,120</b>	2024
<a href="#">The Salvage Yard Inc</a>	TX	\$455,686	President	\$72,000	<b>\$72,449</b>	2023
<a href="#">True Freedom Enterprises</a>	OH	\$457,594	President	\$65,526	<b>\$67,810</b>	2024
<a href="#">Forward Giving Inc</a>	TN	\$379,656	President	\$6,674	<b>\$6,854</b>	2024
<a href="#">Wisconsin Masonic Center Foundation Inc</a>	WI	\$378,424	Executive Director	\$61,538	<b>\$64,649</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **79** organizations. Compensation range \$2,313–\$384,621; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$418,726); for reference, expenses \$457,860 and assets \$51,587.

<b>ROLE MATCH</b>	Marissa Waldrop, reported title " <i>Programs Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
<b>RELATED-ORG PAY</b>	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Marissa Waldrop) 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 79 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,533 is reasonable (approximately the 4<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 9, 2026.