

# We Are Brave Together

Executive Director / CEO

EIN 824075720

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Patay, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jessica Patay — 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).

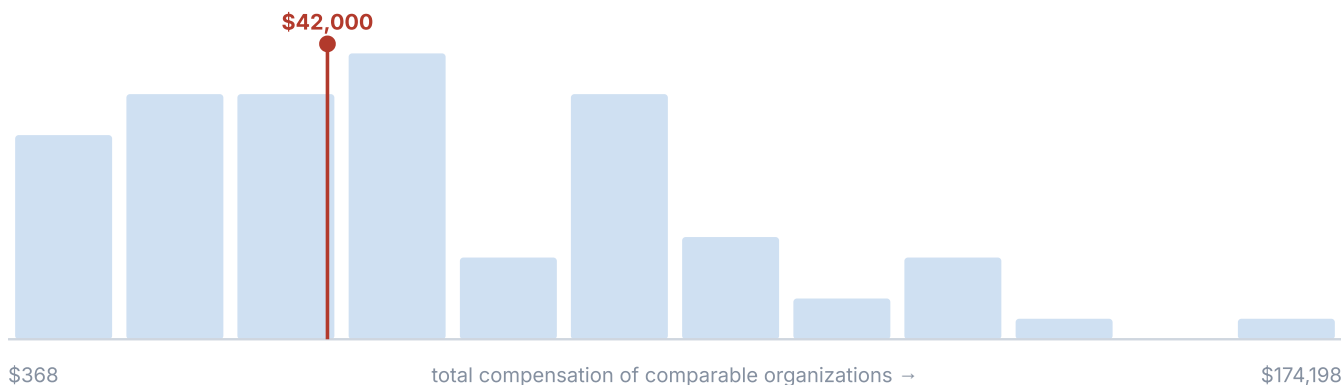
**BUDGET** Total revenue between \$139,558 and \$312,444 — 0.67x to 1.50x the subject's \$208,296 (the band tightens as size grows).

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

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

→ **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,015	\$28,167	\$46,978	\$78,891	\$103,726	\$42,000
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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
<a href="#">Ananda Valley Farm</a>	CA	\$207,786	President	\$26,944	<b>\$26,944</b>	2024
<a href="#">Crack The Wellness Code</a>	CA	\$208,999	Co-founder	\$60,000	<b>\$61,772</b>	2023
<a href="#">Return To Zero Hope Inc</a>	CA	\$206,705	Executive Director	\$59,400	<b>\$59,400</b>	2024
<a href="#">The Latino Cancer Institute</a>	CA	\$205,874	Founder/president	\$36,000	<b>\$37,063</b>	2023
<a href="#">Live Oak Mental Wellness Project Inc</a>	CA	\$205,144	Ceo	\$14,368	<b>\$14,368</b>	2024
<a href="#">African Leadership Partners Inc</a>	CA	\$213,728	President	\$33,600	<b>\$33,600</b>	2024
<a href="#">Thomas Toy Community Center</a>	CA	\$214,994	Executive Dir.	\$46,667	<b>\$48,045</b>	2023
<a href="#">Because Black Is Still Beautiful</a>	CA	\$215,523	Executive Director	\$125,004	<b>\$128,696</b>	2023
<a href="#">Lichen Health</a>	CA	\$200,779	Exec Dir, Vp	\$103,846	<b>\$101,169</b>	2025
<a href="#">Black Everywhere</a>	CA	\$216,079	President / Executive Director	\$24,463	<b>\$24,463</b>	2024
<a href="#">Chen Teng Hsiu Compassion Foundation</a>	CA	\$200,181	Secretary	\$48,000	<b>\$48,000</b>	2024
<a href="#">Courageous Conversation</a>	CA	\$217,734	Executive Director	\$130,000	<b>\$126,649</b>	2025
<a href="#">Wings Homeless Advocacy</a>	CA	\$217,974	Executive Di	\$45,000	<b>\$46,329</b>	2023
<a href="#">Options United</a>	CA	\$218,363	President	\$107,561	<b>\$107,561</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Charity For Charity</a>	CA	\$196,905	Secretary	\$37,558	<b>\$38,667</b>	2023
<a href="#">Pampa</a>	CA	\$220,618	Director	\$80,047	<b>\$77,984</b>	2025
<a href="#">Pelican Cove Counseling Center</a>	CA	\$194,911	Executive Director	\$68,034	<b>\$68,034</b>	2024
<a href="#">Love Thy Nerd Inc</a>	CA	\$221,842	Ceo	\$53,078	<b>\$54,646</b>	2023
<a href="#">Beyond Fistula</a>	CA	\$192,936	Co-director	\$7,392	<b>\$7,392</b>	2024
<a href="#">Peacemakers International</a>	CA	\$223,816	President & Ceo	\$5,000	<b>\$5,000</b>	2024
<a href="#">Quilting For Community</a>	CA	\$224,325	President	\$30,000	<b>\$30,000</b>	2024
<a href="#">Bridging Tech Charitable Fund</a>	CA	\$227,625	Executive Director Until March 2024	\$30,000	<b>\$30,000</b>	2024
<a href="#">Hispanic 100 Foundation</a>	CA	\$227,831	Executive Director	\$124,136	<b>\$124,136</b>	2024
<a href="#">Partners For Change Tri-valley</a>	CA	\$228,302	Executive Director	\$75,827	<b>\$75,827</b>	2024
<a href="#">Unearth And Empower Communitie</a>	CA	\$229,263	Co Exec Direct	\$17,083	<b>\$17,588</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 77 organizations. Compensation range \$368–\$174,198; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$208,296); for reference, expenses \$203,974 and assets \$136,947.

ROLE MATCH	Jessica Patay, reported title " <i>Executive Dir.</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.
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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	42 <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 (Jessica Patay) 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 77 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 44<sup>th</sup> 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.