

Women Forward International

Executive Director / CEO

EIN 831309970
 CA · NTEE Q05
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kent Davis-packard Phd, Executive Director / CEO** (\$168,746) against **every comparable organization** that fit the selection criteria — **654** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

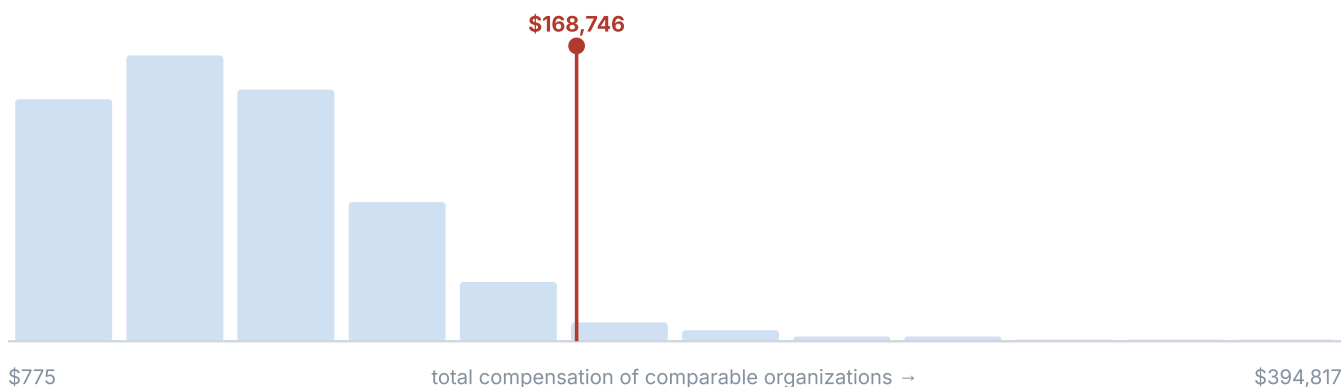
Benchmarked executive: Kent Davis-packard Phd — reported title “PRESIDENT & EXECUTIVE DIRE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q05).
BUDGET	Total revenue between \$264,251 and \$591,607 — 0.67x to 1.50x the subject's \$394,405 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

654 organizations qualified on sector, size, and geography → **654** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,130	\$34,741	\$64,543	\$97,181	\$134,090	\$168,746
----------	----------	----------	----------	-----------	------------------



● 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
Methodist Federation For Social Action	DC	\$394,286	Executive Director	\$98,283	\$99,880	2024
Global Care Alliance Inc	CA	\$394,195	President	\$40,000	\$40,000	2024
Water4life Mozambique Inc	FL	\$394,039	President	\$70,000	\$76,155	2024
Americas Hand In Hand	MT	\$394,922	Secretary	\$2,400	\$3,085	2023
Haki Community Organization	OR	\$393,756	President	\$127,260	\$140,905	2023
American Friends Of The Bambi Homes Colombia	NY	\$393,535	Board Member	\$19,500	\$21,009	2023
Caleb Corps Inc	OR	\$393,365	Director	\$126,500	\$140,063	2023
Earthchildren Rescue Incorporated	FL	\$393,108	General Manager	\$78,833	\$85,764	2024
Impact Ministries With The Michalski	WA	\$392,818	President & Ceo	\$16,231	\$16,829	2024
Fne International Inc	MA	\$396,470	Executive Director	\$31,200	\$33,428	2023
Franciscan Family Apostolate Inc	CT	\$392,339	President	\$35,000	\$38,004	2024
Reformation Hope Inc	GA	\$392,259	Executive Director	\$79,145	\$92,159	2024
Acts 29 Ministries Inc	OH	\$392,005	President	\$25,575	\$31,370	2024
African Christian Schools Foundation	TN	\$391,934	Executive Director	\$80,000	\$100,260	2023
Links International	TX	\$391,681	President	\$31,800	\$37,926	2023
Just Foreign Policy	DC	\$397,148	Executive Director	\$94,167	\$98,523	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peace And Hope International	NC	\$397,264	Coo	\$25,000	\$29,915	2024
Human Rights For Kids	DC	\$391,520	Ceo	\$125,000	\$127,031	2024
The Japan America Society Of Kentucky	KY	\$391,431	Executive Director	\$81,565	\$104,480	2023
Embracing Hope Ethiopia Inc	PA	\$397,418	Managing Dir	\$35,880	\$41,437	2024
Charlies Lunch Ministries	TX	\$391,005	Vice President	\$65,315	\$75,663	2024
Junior Achievement Of The Michigan	MI	\$390,939	President	\$78,154	\$91,011	2025
Comite En Union Para Salvadorenos	NJ	\$397,912	Exec Dir	\$20,395	\$21,088	2024
Business For Social Good	CA	\$390,472	President & Ceo	\$70,000	\$70,000	2024
Himalayan Childrens Fund	CA	\$390,400	Director	\$36,000	\$37,063	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 **654** organizations. Compensation range \$775–\$394,817; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$394,405); for reference, expenses \$316,052 and assets \$119,469.

ROLE MATCH Kent Davis-packard Phd, reported title "*PRESIDENT & EXECUTIVE DIRE*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 23 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	96 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	94 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 (Kent Davis-packard Phd) 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 654 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$168,746 is reasonable (approximately the 96th 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.