

Pawsitively 4 Pink Inc

Executive Director / CEO

EIN 832579704
 MA · NTEE P60
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michelle, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

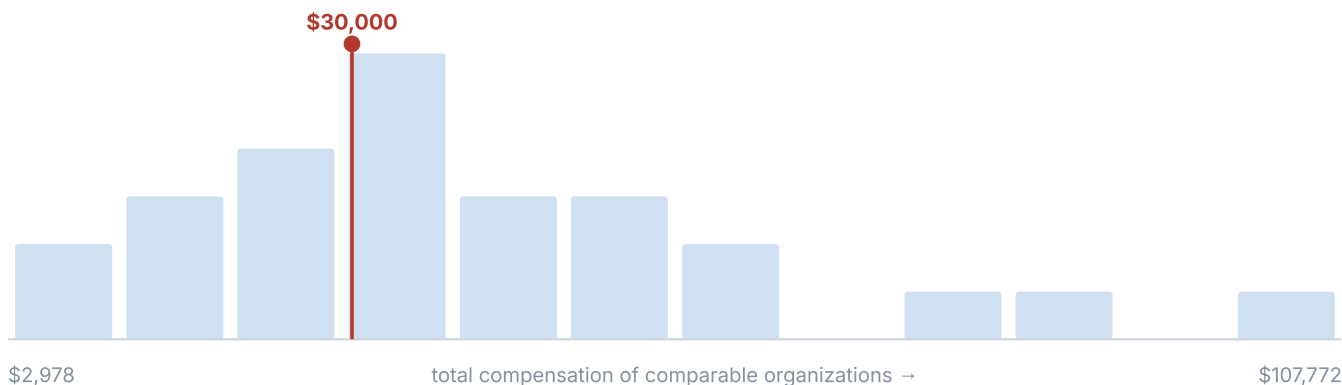
Benchmarked executive: Michelle — reported title “Powers”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$82,966 and \$185,745 — 0.67x to 1.50x the subject's \$123,830 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,069	\$23,998	\$31,875	\$49,983	\$68,751	\$30,000
----------	----------	----------	----------	----------	----------



● 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 MA 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
Utah 1033 Foundation	UT	\$117,414	President	\$75,000	\$82,970	2024
Dine Brands Global Foundation Inc	CA	\$114,932	Board Member	\$39,406	\$37,866	2023
Onpath Foundation	LA	\$114,172	President	\$19,796	\$23,561	2024
People Helping People Inc	KY	\$135,447	President	\$2,565	\$2,978	2024
Christian Services Love Inc Of Greater Lansing	MI	\$136,544	Help Center Coordinator	\$42,972	\$47,942	2024
Lake Area Ministries Inc	MO	\$110,385	Manager	\$33,333	\$38,161	2024
Dearborn County Clearing House For	IN	\$109,770	Exec Directo	\$44,446	\$50,663	2024
Family Promise Of Santa Rosa Inc	FL	\$108,782	Executive Director	\$31,656	\$33,094	2023
United We Serve	TX	\$108,100	Ceo/co-chairman	\$16,292	\$18,136	2023
Christian Ministries Of H'burg Inc	IN	\$145,438	Executive Director	\$25,000	\$29,338	2023
Norman Care Association Vans	OK	\$100,923	Driver	\$25,000	\$29,756	2024
Helping Hands Of Franklin County	VA	\$99,715	Exec Director	\$11,500	\$12,002	2024
The Sandbox Group Inc	NC	\$97,621	President	\$44,200	\$50,823	2023
Interfaith Of Natrona County Inc	WY	\$150,397	Executive Dir.	\$55,000	\$62,018	2025
Flushing Jewish Community Council I	NY	\$152,579	Executive Di	\$21,000	\$19,983	2025
Helping Hands Of Potsdam Inc	NY	\$90,906	Executive Di	\$25,910	\$25,307	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pryor Ministries Center	OK	\$157,125	Director	\$18,000	\$22,057	2023
Eagles Nest Foundation	WA	\$86,597	Director	\$30,000	\$29,032	2024
Kings Mountain Crisis Ministry Inc	NC	\$163,354	Executive Director	\$33,963	\$37,932	2024
Wish Granters Inc	ID	\$167,251	Marketing &	\$26,546	\$30,523	2024
Robs Barbershop Community Foundation	MD	\$167,633	Managing Director	\$58,500	\$59,117	2024
Jose's Closet Inc	AZ	\$172,789	President	\$38,150	\$39,657	2024
Empty Bowls Monongalia	WV	\$174,948	Executive Dir.	\$5,695	\$6,493	2025
Dress For Success Louisville Inc	KY	\$177,065	Executive Director	\$65,000	\$75,483	2024
Hurting And Hungry Charity	CA	\$179,662	Secretary Ex Dir	\$30,646	\$30,655	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	26 organizations. Compensation range \$2,978–\$107,772; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$123,830); for reference, expenses \$192,764 and assets \$27,472. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michelle, reported title " <i>Powers</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 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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	35 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 (Michelle) 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 26 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 42nd 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.