

# Health Career Collaborative Inc

Executive Director / CEO

EIN 834263912  
 CA · NTEE Z99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Liana Gefter, Executive Director / CEO** (\$186,168) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

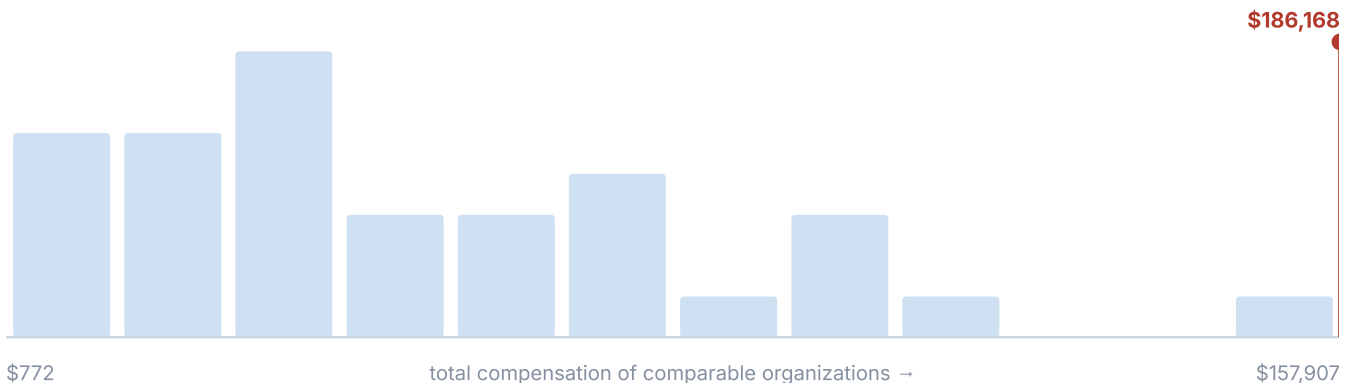
**Benchmarked executive:** Liana Gefter — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$145,993 and \$326,850 — 0.67x to 1.50x the subject's \$217,900 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99) + CA + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,306	\$21,311	\$36,427	\$70,845	\$95,684	\$186,168
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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="#">Earth Images Foundation</a>	CA	\$216,823	President And Video Producer	\$58,387	<b>\$58,387</b>	2024
<a href="#">The Foundation Of The American</a>	CA	\$226,662	Executive Director	\$32,726	<b>\$32,726</b>	2024
<a href="#">Medical Staff Of Santa Barbara Cottage Hospital</a>	CA	\$206,945	Chief Of Staff-santa Barbara	\$96,300	<b>\$96,300</b>	2024
<a href="#">Eagles Wings Ministries</a>	CA	\$204,597	Executive Director And Chairm	\$42,500	<b>\$43,755</b>	2023
<a href="#">Stanislaus Partners In Education</a>	CA	\$231,523	Executive Director	\$50,610	<b>\$50,610</b>	2024
<a href="#">Alliance For Education Solutions Inc</a>	CA	\$232,064	Executive Director	\$32,500	<b>\$33,460</b>	2023
<a href="#">Love Inc Sacramento</a>	CA	\$202,859	Director	\$75,920	<b>\$78,162</b>	2023
<a href="#">Institute For Fisheries Resources</a>	CA	\$200,747	Executive Director	\$17,500	<b>\$17,500</b>	2024
<a href="#">Arc San Diego Foundation</a>	CA	\$200,387	Ceo	\$28,869	<b>\$28,869</b>	2024
<a href="#">Economic Development Corporation</a>	CA	\$235,716	Executive Director	\$110,027	<b>\$110,027</b>	2024
<a href="#">Yucaipa Swim Team Inc</a>	CA	\$235,834	Executive Di	\$58,000	<b>\$58,000</b>	2024
<a href="#">Upward Bound Study Center Inc</a>	CA	\$241,747	Education Coordinator	\$35,382	<b>\$36,427</b>	2023
<a href="#">Peace Grove Inc</a>	CA	\$244,008	President	\$43,669	<b>\$44,959</b>	2023
<a href="#">Community Vitalization Council</a>	CA	\$248,526	President	\$26,600	<b>\$26,600</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">South Coast Chorale Inc</a>	CA	\$248,605	Executive Director	\$11,201	<b>\$11,532</b>	2023
<a href="#">Danville Girls Chorus</a>	CA	\$249,208	Artistic Dir	\$35,695	<b>\$35,695</b>	2024
<a href="#">Cal-earth Inc</a>	CA	\$184,753	Secretary	\$21,000	<b>\$21,000</b>	2024
<a href="#">Cpad Chinese Parents</a>	CA	\$181,704	Secretary	\$1,220	<b>\$1,220</b>	2024
<a href="#">Community Foundation Land Trust</a>	CA	\$181,270	President	\$32,789	<b>\$33,757</b>	2023
<a href="#">Garagiste Events Inc</a>	CA	\$271,614	President	\$29,500	<b>\$29,500</b>	2024
<a href="#">San Gabriel Housing Foundation</a>	CA	\$160,300	Ceo	\$61,000	<b>\$62,802</b>	2023
<a href="#">Music Mends Minds Inc</a>	CA	\$278,012	Executive Director	\$98,000	<b>\$98,000</b>	2024
<a href="#">Spokes</a>	CA	\$154,133	Ceo	\$68,812	<b>\$70,845</b>	2023
<a href="#">Friends Of Sutters Fort Inc</a>	CA	\$152,675	Executive Dir.	\$79,591	<b>\$81,942</b>	2023
<a href="#">One Town Inc</a>	CA	\$152,627	Director	\$750	<b>\$772</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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	33 organizations. Compensation range \$772–\$157,907; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,900); for reference, expenses \$217,742 and assets \$100,617.
ROLE MATCH	Liana Gefter, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 8 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	76 <sup>th</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 (Liana Gefter) 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 33 similarly situated organizations (Same NTEE sector (Z99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$186,168 is reasonable (approximately the 100<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.