

The Bay Area Mural Program Inc

Executive Director / CEO

EIN 834667592

CA · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andre Jones, Executive Director / CEO** (\$137,705) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

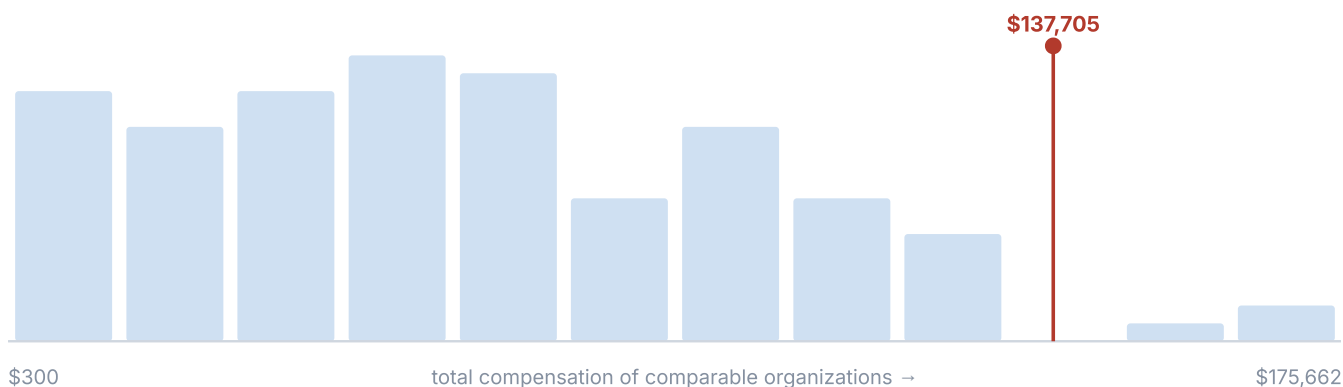
Benchmarked executive: Andre Jones — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$275,444 and \$616,666 — 0.67x to 1.50x the subject's \$411,111 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,811	\$32,225	\$54,607	\$91,537	\$109,955	\$137,705
----------	----------	----------	----------	-----------	------------------



■ 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
Assuaged Foundation Inc	CA	\$411,679	Vice President	\$3,150	\$3,060	2024
Lamorinda Village Inc	CA	\$408,442	Executive Director	\$87,800	\$85,281	2024
South Central United	CA	\$404,074	Director	\$96,000	\$96,000	2023
California Immunization Coalition	CA	\$402,482	Executive Dir.	\$97,376	\$94,582	2024
Musical Theatre Academy Of Orange County	CA	\$401,813	Exective Artist	\$72,000	\$68,132	2025
Hunt Motors Inc	CA	\$400,032	Principal Ceo	\$300	\$300	2023
Mothers-in-action Inc	CA	\$422,398	Board President & Ceo	\$81,000	\$91,073	2021
World Voices Media	CA	\$423,900	Executive Di	\$172,685	\$167,731	2024
All Positives Possible	CA	\$426,122	Executive Director	\$111,455	\$111,455	2023
M3nd Project	CA	\$394,229	Secretary	\$74,860	\$72,712	2024
Greater Good International	CA	\$393,723	Executive Dir.	\$112,670	\$109,438	2024
Above The Rest Academy	CA	\$428,548	President	\$76,500	\$74,305	2024
United Through Education	CA	\$432,009	Vice President, Director	\$58,229	\$56,558	2024
Core Contributors Group Inc	CA	\$390,000	Vice President	\$2,520	\$2,967	2020
Blue Humming Therapy	CA	\$389,397	President Ceo	\$43,620	\$42,369	2024
Trusting Connections	CA	\$433,862	Ceo	\$122,413	\$118,901	2024
Fresh Producers	CA	\$386,864	Director	\$14,773	\$14,349	2024
Silver Streak	CA	\$436,590	Director	\$21,000	\$21,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Olinga Learning	CA	\$436,788	Executive & Engineering Di	\$111,380	\$108,185	2024
Association Of California Comm	CA	\$384,655	Interim Ed	\$104,695	\$101,691	2024
All My Usos	CA	\$438,238	Executive Director	\$5,542	\$5,383	2024
Humanity Way Inc	CA	\$382,982	President	\$75,698	\$75,698	2023
Chasing 7 Dreams	CA	\$381,906	President	\$75,843	\$73,667	2024
Monthly Miracles	CA	\$381,822	President	\$75,000	\$72,848	2024
Instituto De Avance Integral Latino Cdc	CA	\$441,139	Executive Director	\$100,000	\$97,131	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	108 organizations. Compensation range \$300–\$175,662; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$411,111); for reference, expenses \$406,973 and assets \$50.
ROLE MATCH	Andre Jones, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 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 (Andre Jones) 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 108 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$137,705 is reasonable (approximately the 97th 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.