

# De Lasting Purpose Foundation

Executive Director / CEO

EIN 843612019

GA · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Durie Humber, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

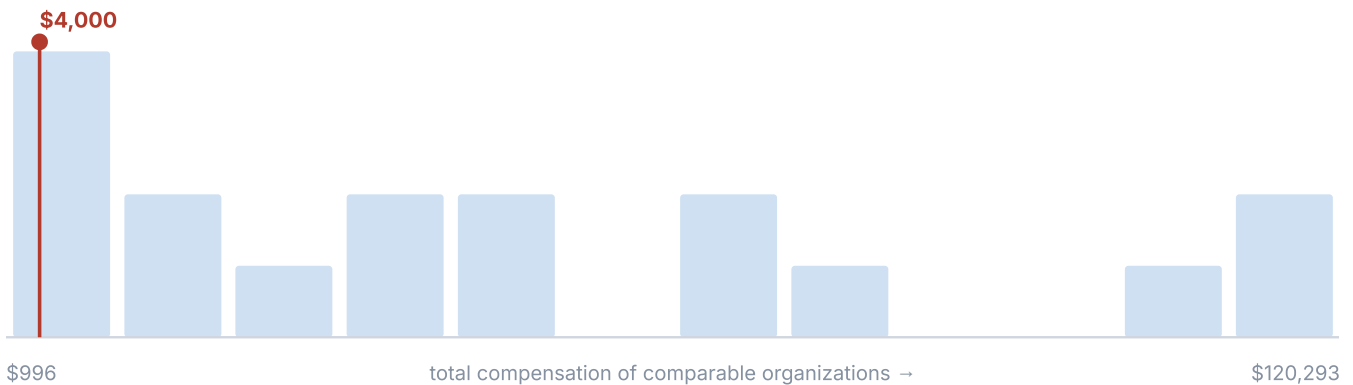
**Benchmarked executive:** Durie Humber — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$224,283 and \$502,128 — 0.67x to 1.50x the subject's \$334,752 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + GA + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,959	\$13,685	\$37,220	\$70,261	\$109,186	\$4,000
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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 GA 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="#">Sandy Springs Education Force Inc</a>	GA	\$315,023	Executive Dir.	\$46,020	<b>\$46,020</b>	2024
<a href="#">C2e Incorporated</a>	GA	\$300,619	Finance Dir	\$6,572	<b>\$6,572</b>	2024
<a href="#">The Savannah Book Festival Inc</a>	GA	\$370,657	Executive Di	\$61,000	<b>\$62,802</b>	2023
<a href="#">Gods' Warriors Inc</a>	GA	\$297,298	President	\$72,000	<b>\$72,000</b>	2024
<a href="#">Georgia Council Of Teachers Of</a>	GA	\$288,639	Executive Di	\$6,500	<b>\$6,500</b>	2024
<a href="#">American College Of Pediatricians</a>	GA	\$274,826	Executive Director	\$36,152	<b>\$37,220</b>	2023
<a href="#">Communities In Schools Of Candler Co Inc</a>	GA	\$395,553	Director	\$36,575	<b>\$35,632</b>	2025
<a href="#">Me And My Two Friends Foundation Inc</a>	GA	\$413,008	Director	\$20,504	<b>\$20,504</b>	2024
<a href="#">Ideals Foundation Inc</a>	GA	\$256,117	Ceo/bd Member	\$115,000	<b>\$115,000</b>	2024
<a href="#">Kaleidoscope Child Foundation</a>	GA	\$255,502	Exec Director	\$40,000	<b>\$41,181</b>	2023
<a href="#">Youth Science Academy Inc</a>	GA	\$241,924	President And Ceo	\$13,292	<b>\$13,685</b>	2023
<a href="#">Daniel Academy Atlanta</a>	GA	\$435,866	Ceodirector	\$22,100	<b>\$22,100</b>	2024
<a href="#">Everybody Wins Atlanta Inc</a>	GA	\$227,915	Executive Director	\$68,245	<b>\$70,261</b>	2023
<a href="#">Partners In Change Inc</a>	GA	\$455,719	Ceo, Vice Board Chair	\$5,000	<b>\$5,148</b>	2023
<a href="#">Georgia Coalition For Higher</a>	GA	\$466,026	Co-exec Dire	\$123,476	<b>\$120,293</b>	2025
<a href="#">African American Officers Development Network</a>	GA	\$477,826	Ceo	\$105,310	<b>\$105,310</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Georgia Healthy Family Alliance Inc</a>	GA	\$499,512	Executive Director	\$996	<b>\$996</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	17 organizations. Compensation range \$996–\$120,293; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$334,752); for reference, expenses \$322,008 and assets \$173,695.
ROLE MATCH	Durie Humber, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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

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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 (Durie Humber) 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 17 similarly situated organizations (Same NTEE sector (B99) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 6<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.