

# Project Sankofa Inc

Executive Director / CEO

EIN 853716648  
 CA · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Maisha Beasley, Executive Director / CEO** (\$128,565) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

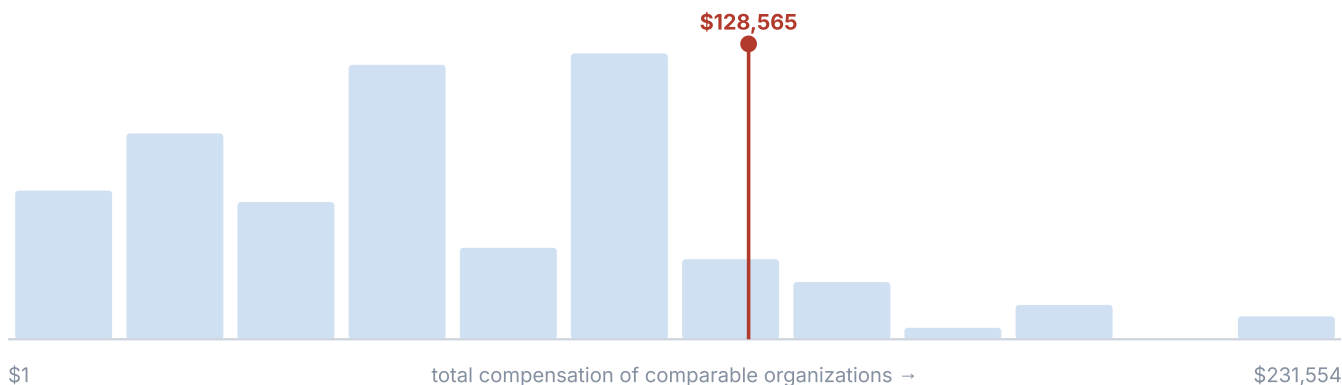
**Benchmarked executive:** Dr Maisha Beasley — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$333,158 and \$745,876 — 0.67x to 1.50x the subject's \$497,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,105	\$38,413	\$70,746	\$108,599	\$132,945	\$128,565
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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="#">Best Step Forward</a>	CA	\$502,408	President	\$67,190	<b>\$69,175</b>	2023
<a href="#">Raise Funds Inc</a>	CA	\$488,176	Ceo	\$36,000	<b>\$36,000</b>	2024
<a href="#">Southeast Asian Community Alliance</a>	CA	\$506,525	Board Member Executive Director	\$111,250	<b>\$111,250</b>	2024
<a href="#">Fathers Table Mission</a>	CA	\$481,194	Secretary	\$48,000	<b>\$49,418</b>	2023
<a href="#">Run 2 Rescue</a>	CA	\$515,231	Chairman	\$5,696	<b>\$5,696</b>	2024
<a href="#">Neurotalent Works Inc</a>	CA	\$473,288	Executive Director	\$109,341	<b>\$112,571</b>	2023
<a href="#">Girlventures</a>	CA	\$524,381	Executive Dir.	\$110,000	<b>\$110,000</b>	2024
<a href="#">Kulungu For Congo</a>	CA	\$466,394	Executive Director	\$50,000	<b>\$48,711</b>	2025
<a href="#">Catholic Worker Hospitality House</a>	CA	\$465,519	Director, Board Member	\$52,530	<b>\$52,530</b>	2024
<a href="#">Creative World Art Center</a>	CA	\$529,181	Executive Director	\$44,575	<b>\$44,575</b>	2024
<a href="#">Urban Voices Project</a>	CA	\$529,612	Executive Director	\$77,118	<b>\$77,118</b>	2024
<a href="#">Kids Cures Foundation</a>	CA	\$533,185	Executive Director	\$2,610	<b>\$2,797</b>	2022
<a href="#">Broom Homestead Inc</a>	CA	\$460,183	President & Ceo	\$98,000	<b>\$98,000</b>	2024
<a href="#">Catalyst San Gabriel Valley Incorporated</a>	CA	\$459,052	Ceo	\$50,909	<b>\$52,413</b>	2023
<a href="#">Community Working Group</a>	CA	\$457,355	Chief Real Estate Officer	\$28,315	<b>\$29,151</b>	2023
<a href="#">Unite Here Local 11 Benefits</a>	CA	\$540,000	Fund Director	\$175,662	<b>\$180,851</b>	2023
<a href="#">Alliance For Compassion And Educational</a>	CA	\$542,590	Secretary	\$127,492	<b>\$131,258</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Warfighter Made</a>	CA	\$451,431	Executive Dir.	\$62,100	<b>\$63,934</b>	2023
<a href="#">Ben Lim Ministries</a>	CA	\$450,871	President & Pastor	\$37,300	<b>\$38,402</b>	2023
<a href="#">Recovery Cafe Santa Cruz</a>	CA	\$450,603	Exec Dir/pre	\$17,920	<b>\$18,449</b>	2023
<a href="#">Silver Lining Legacy</a>	CA	\$543,944	President	\$88,236	<b>\$90,842</b>	2023
<a href="#">Seeds Of Love</a>	CA	\$449,576	President	\$36,159	<b>\$37,227</b>	2023
<a href="#">San Gabriel Valley Foundation For Dental</a>	CA	\$546,900	Executive Dir.	\$36,798	<b>\$37,885</b>	2023
<a href="#">Gettin Outta Dodge Ministry</a>	CA	\$547,085	President	\$114,444	<b>\$114,444</b>	2024
<a href="#">Imago Dei Ministries</a>	CA	\$444,143	Executive Director	\$41,998	<b>\$43,239</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	118 organizations. Compensation range \$1–\$231,554; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$497,251); for reference, expenses \$518,097 and assets \$81,029.
ROLE MATCH	Dr Maisha Beasley, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	86 <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 (Dr Maisha Beasley) 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 118 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$128,565 is reasonable (approximately the 88<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.