

People Partners Foundation

Executive Director / CEO

EIN 862716481

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deborah A Fitzhugh, Executive Director / CEO** (\$84,931) against **every comparable organization** that fit the selection criteria — **119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Deborah A Fitzhugh — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

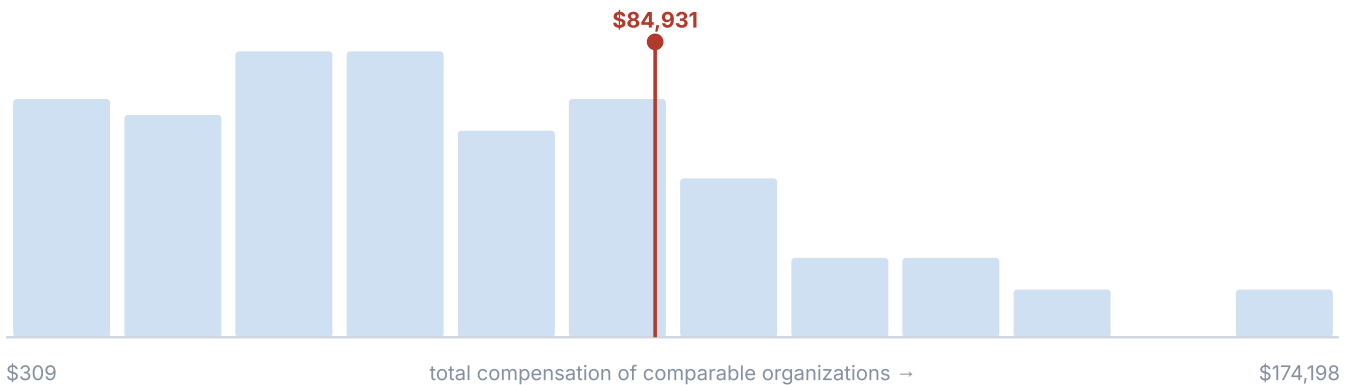
BUDGET Total revenue between \$193,855 and \$434,005 — 0.67x to 1.50x the subject's \$289,337 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

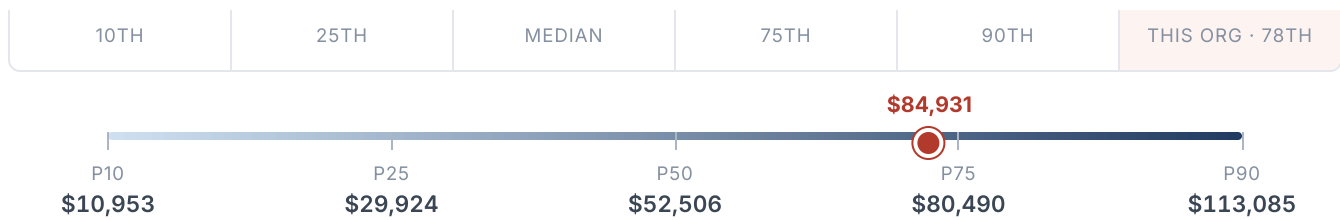
119 organizations qualified on sector, size, and geography

→ **119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,953	\$29,924	\$52,506	\$80,490	\$113,085	\$84,931
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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 Touch From Above Lsm Inc	CA	\$290,140	Treasurer	\$12,000	\$11,691	2025
San Francisco Students Back On Track	CA	\$287,822	Director	\$96,000	\$96,000	2024
Voices Of The Forgotten Foundation Inc	CA	\$287,659	President	\$33,435	\$33,435	2024
California Hands And Voices	CA	\$291,242	Executive Director	\$45,250	\$46,587	2023
West Valley Water Polo Foundation	CA	\$285,671	Vice President	\$51,000	\$52,506	2023
Infinite Flow Dance	CA	\$295,575	Founding Artistic Director	\$4,500	\$4,500	2024
Central Works	CA	\$282,412	Board Member, Company Co-director	\$54,210	\$54,210	2024
Arevim Institute	CA	\$274,642	Cfo, Secretary	\$4,192	\$4,316	2023
Epicenter Foundation	CA	\$274,430	Founder And Executive Director	\$29,847	\$29,847	2024
The Fiatm Group Inc	CA	\$272,219	Founder & Chair	\$76,628	\$78,891	2023
The Veterans Executive Corporation	CA	\$306,543	Executive Di	\$28,000	\$28,000	2024
Model Neighborhood Program	CA	\$310,286	Executive Director	\$52,775	\$52,775	2024
Architects Of Hope Inc	CA	\$311,042	President & Ceo	\$45,000	\$46,329	2023
Miracle Mile Community Practice	CA	\$267,307	Executive Dir.	\$77,000	\$77,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lanterns Global Inc	CA	\$266,195	Ceo	\$16,220	\$16,220	2024
Braided Wisdom Inc	CA	\$266,071	Ceo & Executive Director	\$82,650	\$82,650	2024
Alcohol And Drug Abuse Council	CA	\$265,389	Cfo	\$127,253	\$131,012	2023
Bay Area American Indian Council	CA	\$265,338	Executive Director	\$28,167	\$28,167	2024
Turnout Inc	CA	\$264,625	Executive Director & Board Chair From 6/2024	\$44,502	\$44,502	2024
Wayfare Labs	CA	\$314,300	President, Hildegard Colle	\$8,000	\$8,000	2024
Community Counseling Associates	CA	\$315,092	Ceo	\$50,010	\$50,010	2024
Dr Jennifer M Jones Foundation	CA	\$316,270	President/ceo	\$161,000	\$165,755	2023
Seeds Of Hope Homes Inc	CA	\$316,591	President	\$32,400	\$32,400	2024
Hope Refuge Inc	CA	\$261,725	President	\$4,897	\$5,042	2023
A Place-2-live Inc	CA	\$318,740	Executive Dir.	\$70,080	\$70,080	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 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.

■ Sample, role match & sensitivity

PEER COUNT **119** organizations. Compensation range \$309–\$174,198; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$289,337); for reference, expenses \$109,144 and assets \$286,645. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Deborah A Fitzhugh, reported title " <i>EXECUTIVE DIRECTOR</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	3 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	78 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	77 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 (Deborah A Fitzhugh) 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 119 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,931 is reasonable (approximately the 78th 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.