

Because Black Is Still Beautiful

Executive Director / CEO

This analysis benchmarks the total compensation of **Marilyn Jones, Executive Director / CEO** (\$125,004) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Marilyn Jones — 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).

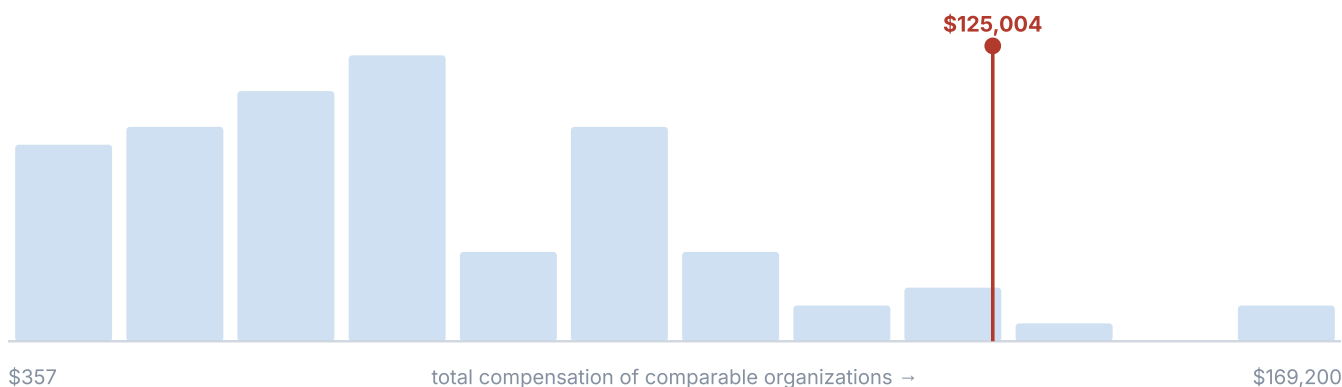
BUDGET Total revenue between \$144,400 and \$323,284 — 0.67x to 1.50x the subject's \$215,523 (the band tightens as size grows).

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

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,041	\$27,503	\$45,630	\$75,373	\$97,391	\$125,004
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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
Thomas Toy Community Center	CA	\$214,994	Executive Dir.	\$46,667	\$46,667	2023
Black Everywhere	CA	\$216,079	President / Executive Director	\$24,463	\$23,761	2024
African Leadership Partners Inc	CA	\$213,728	President	\$33,600	\$32,636	2024
Courageous Conversation	CA	\$217,734	Executive Director	\$130,000	\$123,016	2025
Wings Homeless Advocacy	CA	\$217,974	Executive Di	\$45,000	\$45,000	2023
Options United	CA	\$218,363	President	\$107,561	\$104,475	2024
Pampa	CA	\$220,618	Director	\$80,047	\$75,746	2025
Love Thy Nerd Inc	CA	\$221,842	Ceo	\$53,078	\$53,078	2023
Crack The Wellness Code	CA	\$208,999	Co-founder	\$60,000	\$60,000	2023
We Are Brave Together	CA	\$208,296	Executive Dir.	\$42,000	\$40,795	2024
Ananda Valley Farm	CA	\$207,786	President	\$26,944	\$26,171	2024
Peacemakers International	CA	\$223,816	President & Ceo	\$5,000	\$4,857	2024
Quilting For Community	CA	\$224,325	President	\$30,000	\$29,139	2024
Return To Zero Hope Inc	CA	\$206,705	Executive Director	\$59,400	\$57,696	2024
The Latino Cancer Institute	CA	\$205,874	Founder/president	\$36,000	\$36,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Live Oak Mental Wellness Project Inc	CA	\$205,144	Ceo	\$14,368	\$13,956	2024
Bridging Tech Charitable Fund	CA	\$227,625	Executive Director Until March 2024	\$30,000	\$29,139	2024
Hispanic 100 Foundation	CA	\$227,831	Executive Director	\$124,136	\$120,575	2024
Partners For Change Tri-valley	CA	\$228,302	Executive Director	\$75,827	\$73,652	2024
Unearth And Empower Communitie	CA	\$229,263	Co Exec Direct	\$17,083	\$17,083	2023
Alliance For Fertility Preservation Inc	CA	\$229,482	Executive Director	\$84,393	\$81,972	2024
Lichen Health	CA	\$200,779	Exec Dir, Vp	\$103,846	\$98,267	2025
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$81,460	2024
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$106,557	2024
Chen Teng Hsiu Compassion Foundation	CA	\$200,181	Secretary	\$48,000	\$46,623	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 **83** organizations. Compensation range \$357–\$169,200; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$215,523); for reference, expenses \$181,561 and assets \$33,962.

ROLE MATCH	Marilyn Jones, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	96 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	95 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 (Marilyn 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 83 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,004 is reasonable (approximately the 96th 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.