

Amer-i-can Foundation For Social Change

Executive Director / CEO

This analysis benchmarks the total compensation of **Monique Brown, Executive Director / CEO** (\$57,609) 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 **54th** percentile of comparable organizations within the typical range

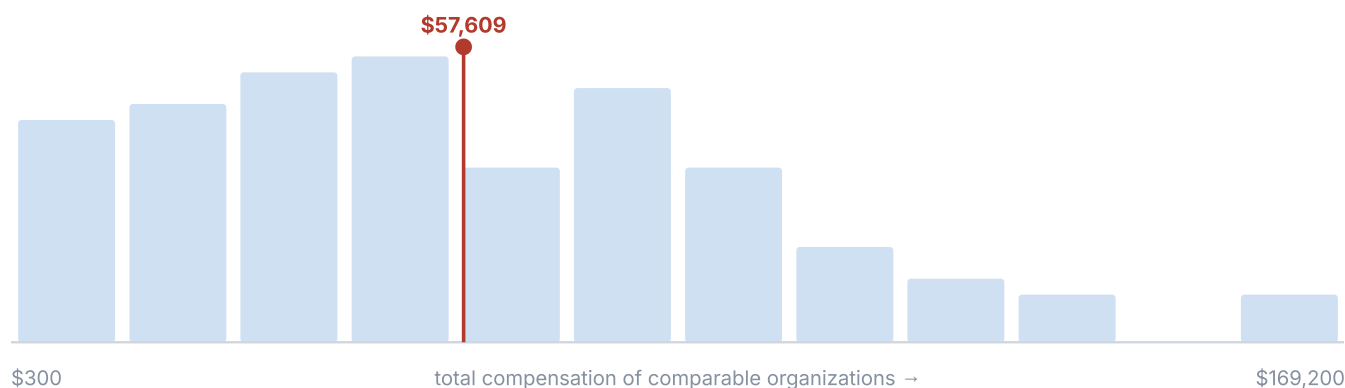
Benchmarked executive: Monique Brown — reported title "PRESIDENT/DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$224,727 and \$503,121 — 0.67x to 1.50x the subject's \$335,414 (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



\$10,279	\$29,028	\$51,012	\$81,165	\$109,370	\$57,609
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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
After Life Initiative	CA	\$335,030	President,co-executive	\$37,280	\$36,210	2024
Center Of Vision Enhancement	CA	\$337,737	Executive Director	\$20,388	\$20,388	2023
Home On The Green Pastures	CA	\$338,336	Executive Dir.	\$33,075	\$33,075	2023
Socialworks	CA	\$338,436	Executive Director	\$125,004	\$121,418	2024
Cancer Journeys Foundation	CA	\$328,870	Chairman	\$365	\$355	2024
Liberated Learning Community	CA	\$342,567	President/program Coordinator	\$25,938	\$25,194	2024
Yolo Healthy Aging Alliance	CA	\$328,066	Executive Director	\$29,423	\$29,423	2023
White Heart Foundation	CA	\$344,162	Executive Di	\$48,000	\$46,623	2024
Open Doors To Future Possibilities Inc	CA	\$325,364	President	\$45,143	\$43,848	2024
Polybydesign	CA	\$321,913	President	\$49,185	\$49,185	2023
Success In Challenges Inc	CA	\$350,090	Executive Director	\$44,590	\$42,194	2025
Plug In South Los Angeles	CA	\$350,306	Ceo	\$51,256	\$49,785	2024
A Place-2-live Inc	CA	\$318,740	Executive Dir.	\$70,080	\$68,069	2024
Seeds Of Hope Homes Inc	CA	\$316,591	President	\$32,400	\$31,470	2024
Dr Jennifer M Jones Foundation	CA	\$316,270	President/ceo	\$161,000	\$161,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Counseling Associates	CA	\$315,092	Ceo	\$50,010	\$48,575	2024
Wayfare Labs	CA	\$314,300	President, Hildegard Colle	\$8,000	\$7,770	2024
Center For The Working Poor	CA	\$359,276	Executive Director	\$5,500	\$5,500	2023
Architects Of Hope Inc	CA	\$311,042	President & Ceo	\$45,000	\$45,000	2023
Freely In Hope	CA	\$359,948	Exec. Dir.	\$63,288	\$61,472	2024
Hearts Connection	CA	\$360,359	Director Of Organization	\$60,899	\$60,899	2023
Model Neighborhood Program	CA	\$310,286	Executive Director	\$52,775	\$51,261	2024
Coppers Dream Rescue	CA	\$360,696	Senior Director	\$65,839	\$65,839	2023
Kind Hearts San Diego	CA	\$360,775	President	\$28,000	\$28,000	2023
Voice Of Including Community Equitably	CA	\$362,472	Vice President	\$85,145	\$85,145	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 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 118 organizations. Compensation range \$300–\$169,200; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$335,414); for reference, expenses \$339,585 and assets \$43,373.

ROLE MATCH	Monique Brown, reported title " <i>PRESIDENT/DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	54 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	53 rd

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 (Monique Brown) 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 \$57,609 is reasonable (approximately the 54th 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.