

Houston Taiwan Institute Of Senior

Executive Director / CEO

EIN 201822399

TX · NTEE B60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Samuel Shen-hung Hsu, Executive Director / CEO** (\$30,107) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

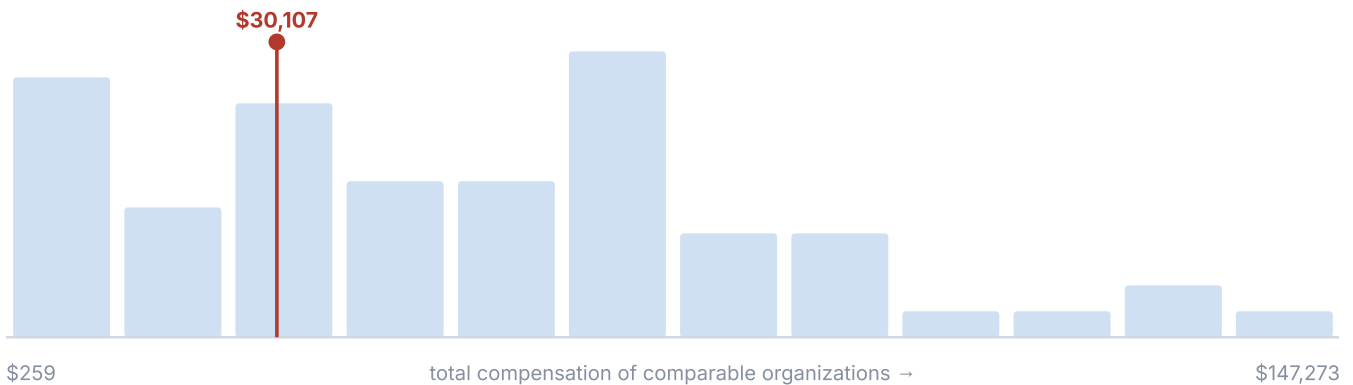
Benchmarked executive: Samuel Shen-hung Hsu — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$103,790 and \$232,366 — 0.67x to 1.50x the subject's \$154,911 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,098	\$24,770	\$47,571	\$71,627	\$90,226	\$30,107
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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 TX 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
Balanced Rock Foundation	CA	\$153,486	Executive Director	\$81,638	\$72,554	2023
German Language School Of Naper	IL	\$156,641	Chair Of The B	\$26,920	\$26,457	2024
Iowa Civil Justice Foundation	IA	\$157,676	Executive Director	\$122,488	\$134,075	2024
Wyoming Family Home Ownership	WY	\$151,400	Prior Exec D	\$81,474	\$87,217	2024
Financial Wellness Institute Inc	NJ	\$149,920	Ceo	\$165,000	\$147,273	2024
Christian Heritage Home	WA	\$149,107	Director	\$30,000	\$26,851	2024
Western Institute Of Legal Medicine	CA	\$162,345	President	\$47,500	\$42,215	2023
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$59,956	2023
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,336	2023
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$9,668	2023
Institute For Advertising Ethics	NY	\$165,475	President	\$125,000	\$116,253	2023
The Meadows Of Northern Arizona Inc	AZ	\$169,304	London	\$42,271	\$40,640	2024
Professional Learning Us Inc	NY	\$173,772	Chief Executive	\$40,000	\$36,134	2024
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$82,851	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The S E L F Help Foundation Inc	NY	\$176,289	President/cob	\$58,000	\$53,941	2023
Vermont Federation Of Sportsmen's	VT	\$132,930	President	\$30,000	\$30,186	2024
National African-american Women's Leadership Institute	TX	\$131,195	Executive Director	\$36,458	\$36,458	2024
Gestalt Therapy Institute Of The	CA	\$179,113	President	\$300	\$259	2024
National Foundation For Judicial Excelle	IL	\$179,322	Secretary-treasurer	\$23,000	\$22,605	2024
Minne	MN	\$182,257	Executive Director Beginning July	\$56,731	\$57,695	2023
Opportunity Thrive Inc	MI	\$183,212	Executive Di	\$56,650	\$58,454	2024
Dc Creative Writing Workshop Inc	DC	\$183,216	Executive Di	\$81,033	\$71,087	2024
Arts As Healing Foundation	MO	\$185,399	Executive Director	\$60,833	\$64,411	2024
Rocky Mountain Sustainable Living Assoc	CO	\$122,850	Director	\$61,215	\$58,679	2024
Global Training Network	OK	\$194,034	President	\$58,548	\$66,352	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	60 organizations. Compensation range \$259–\$147,273; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$154,911); for reference, expenses \$141,161 and assets \$739,333.
ROLE MATCH	Samuel Shen-hung Hsu, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	33 rd
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	27 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 (Samuel Shen-hung Hsu) 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 60 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,107 is reasonable (approximately the 33rd 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.