

# Halau Kekuaokalaualailiahi Inc

Executive Director / CEO

EIN 201875427

HI · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brandon Paredes, Executive Director / CEO** (\$14,996) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

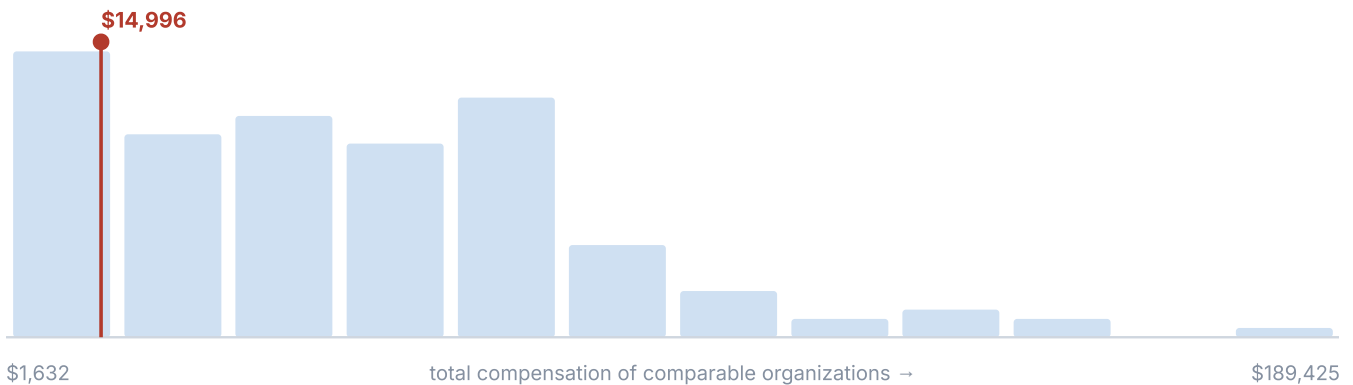
**Benchmarked executive:** Brandon Paredes — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$171,824 and \$384,682 — 0.67x to 1.50x the subject's \$256,455 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**147** organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,085	\$22,153	\$46,049	\$70,867	\$90,137	\$14,996
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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 HI 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="#">Race Matters Slo County</a>	CA	\$256,465	Executive Director	\$30,067	<b>\$29,855</b>	2023
<a href="#">Sri Poojalaya Cultural And Community Cen</a>	CA	\$256,325	Ceo	\$48,000	<b>\$46,295</b>	2024
<a href="#">The Progressive Forum</a>	TX	\$257,151	Director	\$33,000	<b>\$36,870</b>	2024
<a href="#">Finnish Center Association</a>	MI	\$258,337	Treasurer	\$9,479	<b>\$10,928</b>	2024
<a href="#">Agritech Institute For Small</a>	VT	\$253,817	Secretary, T	\$168,494	<b>\$189,425</b>	2024
<a href="#">Relentless Academy</a>	MN	\$259,244	Excutive Director	\$57,120	<b>\$64,903</b>	2023
<a href="#">Lincoln Crossroads Festival</a>	NE	\$253,480	Board President	\$2,200	<b>\$2,721</b>	2023
<a href="#">Burning Cedar Sovereign Kitchen Inc</a>	OK	\$252,133	Executive Director	\$63,183	<b>\$77,709</b>	2024
<a href="#">American Foundation For Tibetan Cultural</a>	CA	\$261,527	Ceo	\$12,500	<b>\$12,056</b>	2024
<a href="#">Fathers And Sons Together</a>	WA	\$261,803	Executive Director	\$80,600	<b>\$80,600</b>	2024
<a href="#">Center For Latino-jewish Relations</a>	TX	\$250,928	Secretary And Treasurer	\$10,500	<b>\$12,078</b>	2023
<a href="#">Harambee Kingston Ny</a>	NY	\$249,748	Ceo/executive Director	\$75,824	<b>\$76,529</b>	2024
<a href="#">Liberty Place Inc</a>	VI	\$264,018	Executive Director	\$52,664	<b>\$52,664</b>	2024
<a href="#">Torch Literary Arts</a>	TX	\$247,648	Executive Director	\$74,750	<b>\$85,984</b>	2023
<a href="#">Menddigap Inc</a>	NY	\$247,501	President & Director	\$5,230	<b>\$5,434</b>	2023
<a href="#">Italingua Institute</a>	CA	\$246,445	President	\$78,452	<b>\$77,900</b>	2023
<a href="#">Ri Slave History Medallions</a>	RI	\$245,607	Executive Director	\$51,756	<b>\$55,431</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Arab Heritage Council</a>	MI	\$244,639	Executive Director	\$54,231	<b>\$64,368</b>	2023
<a href="#">African American Cultural Center</a>	NY	\$244,009	President	\$6,000	<b>\$6,234</b>	2023
<a href="#">Korean American Association And</a>	TX	\$269,225	Board Member	\$9,000	<b>\$10,056</b>	2024
<a href="#">Swedish Women's Educational Association International Inc</a>	FL	\$242,316	Chief Administrative Officer	\$72,960	<b>\$78,816</b>	2023
<a href="#">Red Earth Inc</a>	OK	\$270,989	Executive Di	\$43,306	<b>\$53,262</b>	2024
<a href="#">Irish Heritage Center</a>	OH	\$271,167	Director	\$4,700	<b>\$5,725</b>	2023
<a href="#">Shep-ty</a>	CA	\$272,124	Executive Dir.	\$115,189	<b>\$111,097</b>	2024
<a href="#">Maine Irish Heritage Center</a>	ME	\$273,177	Executive Director	\$80,000	<b>\$89,475</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	<b>147</b> organizations. Compensation range \$1,632–\$189,425; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$256,455); for reference, expenses \$242,736 and assets \$89,644.
ROLE MATCH	Brandon Paredes, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	20 <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 (Brandon Paredes) 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 147 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,996 is reasonable (approximately the 20<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.