

Vien An Buddhist Association

Executive Director / CEO

EIN 223882768

MD · NTEE X50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thien Chau Nguyen, Executive Director / CEO** (\$6,560) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

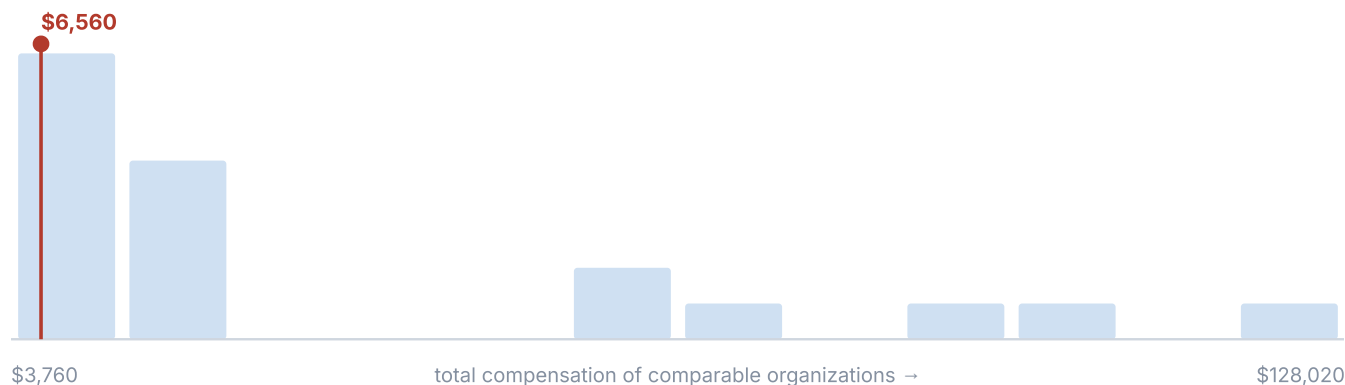
Benchmarked executive: Thien Chau Nguyen — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X50).
BUDGET	Total revenue between \$303,371 and \$679,191 — 0.67x to 1.50x the subject's \$452,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X50), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,241	\$8,741	\$16,212	\$62,682	\$93,066	\$6,560
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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 MD 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
Mp Prajna Buddhist Mission Inc	CA	\$459,616	President	\$67,600	\$62,437	2023
Dieu Nhan Buddhist Med Ass Inc	CA	\$425,350	President	\$6,000	\$5,542	2023
Everyday Zen Inc	CA	\$409,215	President	\$142,700	\$128,020	2024
Hua Zang Buddhist Institute	CA	\$404,747	Cfo	\$4,500	\$4,037	2024
Dharma Ocean Foundation	CO	\$391,743	Executive Di	\$19,044	\$18,972	2024
Meditation Center Of Texas	TX	\$383,409	Secretary	\$15,600	\$16,212	2024
The Sangha Bhiksu Budhist Association Inc	GA	\$524,195	Secretary	\$14,400	\$15,043	2024
The Center For Contemplative	CO	\$363,705	Executive Di	\$100,008	\$99,630	2024
Kumbum Chamtse-ling Inc	IN	\$552,629	President	\$12,000	\$13,536	2023
Cambridge House For Inner Peace Inc	MA	\$333,993	Former Executive Director	\$97,926	\$91,425	2024
Houston Zen Community	TX	\$573,377	Head Priest	\$58,812	\$62,926	2023
Tu Vien Giac Hai	MN	\$587,866	President	\$9,600	\$9,856	2024
Buta Buddhism Research Center	CA	\$304,544	President & Ceo	\$8,500	\$7,625	2024
Lone Star Buddhist Meditation Center Inc	TX	\$303,863	Head Monk	\$22,000	\$23,539	2023
Dhammachai Foundation	IL	\$601,814	Treasurer	\$16,680	\$17,036	2024
Nyingma Institute	CA	\$614,393	Co-dean/ceo/	\$4,191	\$3,760	2024
Shaolin Temple Usa	CA	\$628,673	President	\$72,000	\$66,501	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Won Buddhism Meditation Temple Of Berkeley	CA	\$655,638	Ceo	\$6,000	\$5,542	2023
Long Thanh Buddhist Meditation Center	CA	\$664,061	Officer	\$12,750	\$11,438	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 19 organizations. Compensation range \$3,760–\$128,020; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$452,794); for reference, expenses \$174,834 and assets \$7,525,748. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Thien Chau Nguyen, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	21st
Total compensation (D + F), as reported (no adjustments)	21st
Reportable pay only (column D), adjusted	26th
All sources (D + E + F), adjusted	21st

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 (Thien Chau Nguyen) 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 19 similarly situated organizations (Same NTEE sector (X50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,560 is reasonable (approximately the 21st 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.