

Penn Hosa Inc

Executive Director / CEO

EIN 232236058

PA · NTEE B54C

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dipal Kapadia, Executive Director / CEO** (\$5,000) against the **2000** closest of **2,800** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Dipal Kapadia — 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 (B54C).
BUDGET	Total revenue between \$186,268 and \$417,018 — 0.67x to 1.50x the subject's \$278,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,800 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$8,520	\$23,339	\$44,841	\$67,023	\$92,976	\$5,000
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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 PA 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
Lauderhill Community Child Care Cen	FL	\$277,908	Directortreasurer	\$18,900	\$20,018	2021
Cocodrilo Development Corporation	NY	\$277,881	Ceo	\$236,798	\$203,043	2025
The Columbia Education Foundation	PA	\$278,150	Treasurer	\$6,000	\$5,828	2024
Nevada Hands & Voices	NV	\$278,168	Executive Dir.	\$62,634	\$61,151	2024
California Academy	CA	\$278,224	Executive Director	\$18,780	\$15,795	2024
Hudson River Park Mothers Group Org	NY	\$278,260	Director	\$130,000	\$111,469	2025
Teacher Education Division Of The	VA	\$278,269	Executive Director	\$67,200	\$65,065	2023
Wheaton Academy Institute	IL	\$277,752	Executive Director Wai	\$38,341	\$36,714	2024
Eastern Communication Association	PA	\$277,734	Executive Di	\$15,000	\$14,570	2024
Bloomfield Educational Foundation	NJ	\$278,316	Executive Di	\$32,760	\$27,755	2025
Ibtta Foundation	DC	\$278,451	Staff Liaison	\$72,925	\$62,330	2024
La Crosse Promise Inc	WI	\$278,523	Executive Di	\$72,000	\$71,352	2025
Manos Inocentes Por El Derecho A La Vida	UT	\$278,541	Accounting Manager	\$3,040	\$3,031	2024
International Society Of	TX	\$277,473	Executive Di	\$39,860	\$38,835	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cong Yeshivas Bais Yitzchok Inc	NJ	\$278,574	President	\$14,400	\$12,523	2024
Arkansas Head Start Association Inc	AR	\$277,364	Collaboration Director	\$82,063	\$92,499	2023
Elements Montessori School Inc	MA	\$277,304	President, Treasurer & Clerk	\$54,000	\$47,264	2024
Sil Lead Inc	TX	\$278,791	Executive Director	\$10,789	\$10,511	2024
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$122,289	2024
Minnesota Guild Of Public Charter Schools	MN	\$277,177	Executive Director	\$96,567	\$92,939	2024
Trojan Learning Center Inc	SD	\$277,172	Business Director	\$26,336	\$29,146	2023
Books To Prisoners	WA	\$277,093	Program Coordinator	\$10,917	\$9,801	2023
Samara Learning Center	OR	\$279,040	Executive Director	\$35,397	\$31,192	2025
Ace Mentor Program Of Northeast Florida	FL	\$276,952	Director	\$81,963	\$73,063	2025
Hua Xia South Chinese School Inc	NJ	\$279,100	Vice Principal	\$2,000	\$1,695	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **2000** organizations. Compensation range \$1–\$519,807; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$278,012); for reference, expenses \$219,960 and assets \$265,665.
ROLE MATCH	Dipal Kapadia, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	198 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	60 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	5 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 (Dipal Kapadia) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 6th 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.