

# Hollywood Sunset Free Clinic

Executive Director / CEO

EIN 237074488

CA · NTEE E30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Padua, Executive Director / CEO** (\$66,477) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

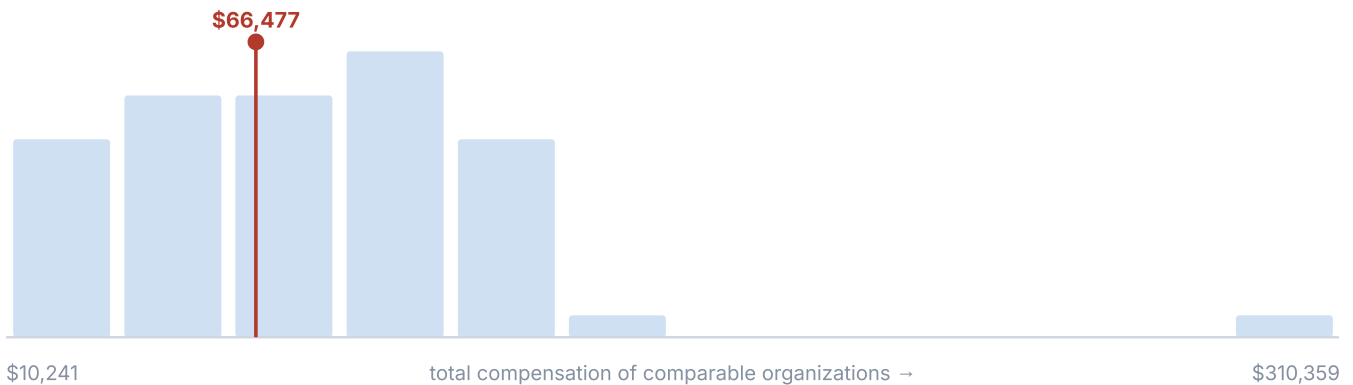
**Benchmarked executive:** Teresa Padua — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$319,612 and \$715,549 — 0.67x to 1.50x the subject's \$477,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

**55** organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,762	\$45,033	\$73,894	\$97,084	\$123,192	\$66,477
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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
<a href="#">Laverna Terrace Housing Corporation</a>	IL	\$469,999	President & Ceo, Ascension	\$25,705	<b>\$29,266</b>	2023
<a href="#">Gillett Area Ambulance Service Inc</a>	WI	\$485,246	President	\$14,410	<b>\$17,428</b>	2023
<a href="#">Compassion Outreach Center Inc</a>	OK	\$495,255	Medical Director	\$19,475	<b>\$24,122</b>	2024
<a href="#">Dungeness Valley Health &amp; Wellness</a>	WA	\$458,237	Executive Director	\$42,854	<b>\$44,432</b>	2023
<a href="#">Connecticut Foundation For Dental</a>	CT	\$498,595	Executive Dir.	\$112,356	<b>\$118,499</b>	2024
<a href="#">Kentuckiana Center For Education Health</a>	KY	\$506,959	Chairman	\$109,702	<b>\$132,576</b>	2024
<a href="#">Clinica Medical Nuestra Senora De</a>	OR	\$444,135	Administrator	\$54,450	<b>\$56,879</b>	2024
<a href="#">Savie Health</a>	CA	\$441,661	Executive Director	\$68,233	<b>\$66,275</b>	2024
<a href="#">Delta Dental Of New Jersey Foundation Inc</a>	NJ	\$437,482	Vp/asst Treasurer - Trustee	\$99,357	<b>\$99,785</b>	2024
<a href="#">Tbhc Medical Testing Services Pc</a>	NY	\$517,876	President	\$10,075	<b>\$10,241</b>	2024
<a href="#">Life Connections Counseling Center Inc</a>	FL	\$430,849	Executive Director	\$92,031	<b>\$97,250</b>	2024
<a href="#">Kansas City Medical Society Foundation</a>	KS	\$427,998	Chief Executive Officer	\$107,110	<b>\$134,007</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cahaba Valley Health Care Inc</a>	AL	\$527,343	Executive Director	\$68,100	<b>\$82,756</b>	2024
<a href="#">Palmetto Community Health Care</a>	SC	\$425,977	Executive Dir.	\$50,340	<b>\$60,818</b>	2023
<a href="#">Prasad Children's Dental Health Program</a>	NY	\$422,273	Program Administrator	\$21,946	<b>\$22,307</b>	2024
<a href="#">Su Clinica Familiar Medical Foundation</a>	TX	\$532,216	Chief Executive Officer	\$18,145	<b>\$20,416</b>	2024
<a href="#">Mobile Outreach Alliance</a>	CO	\$532,972	President And Ceo	\$36,000	<b>\$38,829</b>	2024
<a href="#">The Tooth Truck Inc</a>	MO	\$533,992	President & Ceo	\$17,966	<b>\$21,405</b>	2024
<a href="#">Saving People's Smile Dental Center</a>	NH	\$545,370	Executive Dir/manager	\$100,800	<b>\$107,788</b>	2023
<a href="#">New Creation Healing Center Inc</a>	NH	\$407,476	Coo/secretar	\$68,871	<b>\$71,533</b>	2024
<a href="#">Community Medical And Dental Center</a>	PA	\$548,230	Exec. Direct	\$102,444	<b>\$114,916</b>	2024
<a href="#">Services Maximizing Independent Living</a>	AZ	\$398,142	Interim Ex Dir	\$89,590	<b>\$96,918</b>	2024
<a href="#">Nizhoni Smiles Inc</a>	NM	\$395,891	President	\$55,804	<b>\$67,514</b>	2024
<a href="#">Unfailing Love Clinic Inc</a>	IN	\$564,698	President	\$73,500	<b>\$89,762</b>	2023
<a href="#">Raleigh-wake County Dental Society Community Dental Health Program Inc</a>	NC	\$565,926	Executive Director	\$72,100	<b>\$86,275</b>	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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	55 organizations. Compensation range \$10,241–\$310,359; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,033); for reference, expenses \$508,538 and assets \$54,095.
ROLE MATCH	Teresa Padua, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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 (Teresa Padua) 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 55 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$66,477 is reasonable (approximately the 44<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data ([apps.irs.gov](https://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.