

Refugees United Foundation Usa

Executive Director / CEO

EIN 263174684

CA · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Troensegaard, Executive Director / CEO** (\$64,702) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

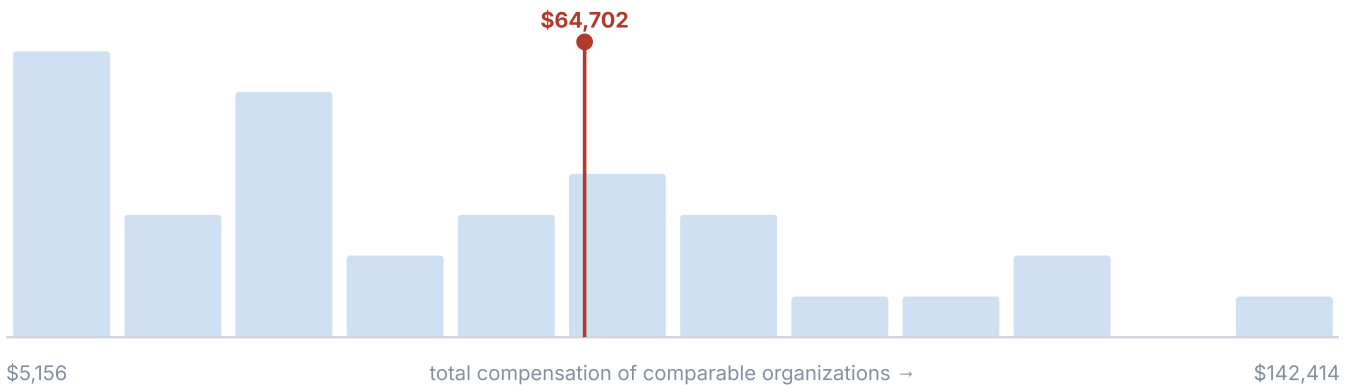
Benchmarked executive: David Troensegaard — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$257,574 and \$576,658 — 0.67x to 1.50x the subject's \$384,439 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33) + CA + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,000	\$24,000	\$40,000	\$73,344	\$99,863	\$64,702
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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
Himalayan Childrens Fund	CA	\$390,400	Director	\$36,000	\$37,063	2023
Business For Social Good	CA	\$390,472	President & Ceo	\$70,000	\$70,000	2024
Global Care Alliance Inc	CA	\$394,195	President	\$40,000	\$40,000	2024
Haiti Gospel Outreach	CA	\$371,372	Development	\$50,400	\$51,889	2023
Mriya Report Inc	CA	\$399,430	Secretary	\$7,940	\$8,175	2023
Valentino Achak Deng Foundation	CA	\$368,263	Executive Director/co-founder	\$93,750	\$93,750	2024
The Chijnaya Foundation Inc	CA	\$408,488	Operations M	\$69,625	\$69,625	2024
Christ Sanctuary International	CA	\$409,988	President	\$12,000	\$12,000	2024
Africa Future Foundation	CA	\$358,743	Cfo	\$12,000	\$12,354	2023
Olive Tree Ministry Inc	CA	\$358,573	Executive Di	\$36,000	\$37,063	2023
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$82,500	2024
Bridges Of Hope International	CA	\$332,038	President	\$112,857	\$116,190	2023
Faith Hope And Charity Inc	CA	\$329,606	Secretary/treasurer	\$25,200	\$25,944	2023
Guatemala Deaf Ministries	CA	\$321,509	Vice President	\$32,875	\$32,875	2024
Hope Filled Hearts 4 Africa Inc	CA	\$318,590	President	\$12,000	\$12,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$83,550	2023
Adopt A Family Foundation	CA	\$314,408	Ceo/chair	\$6,000	\$6,000	2024
Gocare Inc	CA	\$302,675	President	\$44,000	\$45,300	2023
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$30,721	2025
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$142,414	2024
Afghan Literacy Foundation	CA	\$284,594	Executive Director	\$13,000	\$13,000	2024
Onmission Partners	CA	\$275,568	Ceo & Secret	\$30,000	\$30,886	2023
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$67,340	2024
The Charis Project	CA	\$263,271	Ceo	\$24,000	\$24,000	2024
Far Reaching Ministries Aviation Inc	CA	\$260,470	Ceo	\$108,806	\$108,806	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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.

Sample, role match & sensitivity

PEER COUNT 33 organizations. Compensation range \$5,156–\$142,414; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$384,439); for reference, expenses \$367,092 and assets \$29,228.

ROLE MATCH David Troensegaard, reported title "*Treasurer*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	61 st

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 (David Troensegaard) 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 33 similarly situated organizations (Same NTEE sector (Q33) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,702 is reasonable (approximately the 64th 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.