

# Community Education Partnerships

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Khanh Nguyen, Executive Director / CEO** (\$87,500) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

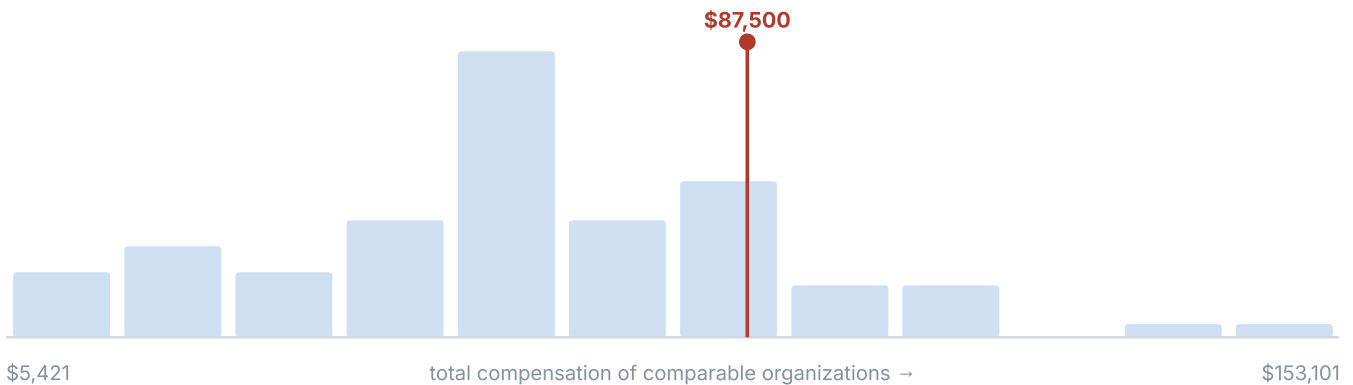
**Benchmarked executive:** Khanh Nguyen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$285,111 and \$638,308 — 0.67x to 1.50x the subject's \$425,539 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,996	\$46,542	\$63,684	\$82,147	\$97,121	\$87,500
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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="#">Family Promise Of Lawton Incorporated</a>	OK	\$426,003	Executive Director	\$43,811	<b>\$55,868</b>	2023
<a href="#">Texoma Family Shelter</a>	TX	\$423,196	Executive Dir	\$63,750	<b>\$71,732</b>	2024
<a href="#">Family Promise Of Augusta Inc</a>	GA	\$428,813	Executive Director	\$54,157	<b>\$61,252</b>	2024
<a href="#">Portsmouth Volunteers For The</a>	VA	\$428,982	Executive Director	\$69,566	<b>\$77,787</b>	2023
<a href="#">Merge Memphis</a>	TN	\$429,848	Board Member	\$34,560	<b>\$42,070</b>	2023
<a href="#">Homeless Helping Homeless</a>	MN	\$415,909	Chair Of Board	\$16,499	<b>\$18,880</b>	2023
<a href="#">Family Promise Of Baldwin County</a>	AL	\$415,836	Executive Di	\$61,669	<b>\$74,942</b>	2024
<a href="#">Jesus House Odessa Inc</a>	TX	\$415,539	Executive Director	\$91,900	<b>\$103,405</b>	2024
<a href="#">Family Promise Of The Midlands Inc</a>	SC	\$438,794	Executive Director	\$93,265	<b>\$112,679</b>	2023
<a href="#">The Port Ministries</a>	IL	\$411,460	Executive Director	\$80,024	<b>\$88,495</b>	2024
<a href="#">Tioga County Homeless Initiative</a>	PA	\$410,902	Director Ope	\$44,875	<b>\$50,339</b>	2024
<a href="#">Homeless Gay Kids - Houston</a>	TX	\$441,152	Executive Director	\$100,641	<b>\$113,242</b>	2024
<a href="#">Interfaith Community Pads Inc</a>	IN	\$443,348	Executive Director	\$54,807	<b>\$65,014</b>	2024
<a href="#">Family Promise Of Montgomery County</a>	TX	\$445,304	Exec Dir	\$72,711	<b>\$81,815</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">3rd Shift Warming Cooling Center</a>	OH	\$447,015	Executive Director	\$53,380	<b>\$61,957</b>	2025
<a href="#">Rebuilding Paradise</a>	NC	\$449,984	President	\$115,000	<b>\$133,661</b>	2024
<a href="#">Family Promise Of York Countyinc</a>	SC	\$450,617	Execuitve Di	\$53,737	<b>\$63,060</b>	2024
<a href="#">The Bridge Ministry Inc</a>	OH	\$399,230	Secretary Exectuvie Director	\$53,454	<b>\$63,684</b>	2024
<a href="#">Corpus Christi House Inc</a>	ID	\$398,847	Executive Director	\$78,135	<b>\$93,496</b>	2024
<a href="#">Integrated Recovery Network</a>	CA	\$397,973	Executive Dir	\$34,694	<b>\$33,699</b>	2024
<a href="#">Bethlehem Emergency Sheltering Inc</a>	PA	\$394,511	Executive Director	\$62,071	<b>\$71,684</b>	2023
<a href="#">Goshen Interfaith Hospitality</a>	IN	\$457,306	Executive Director	\$73,130	<b>\$86,748</b>	2024
<a href="#">Humanity Heroes Foundation</a>	CA	\$462,932	Fundraising Manager	\$110,570	<b>\$107,398</b>	2024
<a href="#">Shenandoah Alliance For Shelter</a>	VA	\$386,985	Executive Director	\$51,853	<b>\$54,865</b>	2025
<a href="#">Live Love Outreach</a>	WA	\$464,251	Director	\$31,020	<b>\$32,163</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 **79** organizations. Compensation range \$5,421–\$153,101; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$425,539); for reference, expenses \$437,013 and assets \$259,489.
ROLE MATCH	Khanh Nguyen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Khanh 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 79 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,500 is reasonable (approximately the 84<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); 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.