

Promoting Responsible Independence In Daily Endeavors Inc

Executive Director / CEO

EIN 330426663
 CA · NTEE P80Z
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Karina Hernandez, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

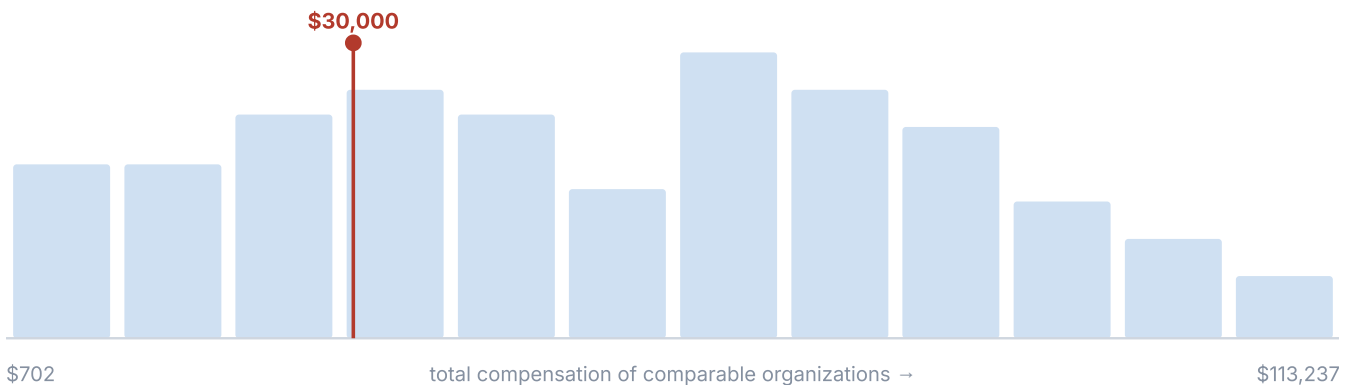
Benchmarked executive: Karina Hernandez — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80Z).
BUDGET	Total revenue between \$130,747 and \$292,717 — 0.67x to 1.50x the subject's \$195,145 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,662 10TH	\$27,966 25TH	\$51,939 MEDIAN	\$74,975 75TH	\$86,738 90TH	\$30,000 THIS ORG · 26TH
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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
Professional Student Government	MN	\$195,627	Secretary Of Grants, President	\$5,200	\$5,950	2024
Lowell Terrace Corp	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	\$27,972	2023
Hope Reins In Texas Inc	TX	\$194,211	Director	\$20,300	\$23,516	2024
Lighthouse Recovery Services Inc	KY	\$197,001	Director	\$34,113	\$43,698	2023
Helping Hands Of Yuma	AZ	\$193,285	Executive Director	\$65,322	\$74,901	2023
Coleman Road Supportive Housing Inc	MN	\$192,374	President/tr	\$65,715	\$77,419	2023
Dentists Who Care Inc	TX	\$198,497	Executive Director	\$65,000	\$75,298	2024
Surayya Anne Foundation Inc	OK	\$199,279	Executive Director	\$49,000	\$64,330	2023
Community Access Naperville Inc	IL	\$190,504	President	\$1,305	\$1,486	2024
Dress For Success Billings Inc	MT	\$190,236	Executive Director	\$47,167	\$58,880	2024
Westfield Residence Inc	CA	\$189,049	Director	\$2,450	\$2,450	2024
Surpassing Grace	TX	\$201,340	Executive Director Board Chair	\$28,000	\$32,436	2024
North Carolina Statewide Independent	NC	\$202,255	Executive Director	\$71,308	\$85,327	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hannah And Friends Inc	IN	\$187,260	Secretary, Director Of Ope	\$18,545	\$23,317	2023
Indian Council Of The Elderly Inc	WI	\$203,080	Prog Coordinator	\$36,320	\$43,927	2024
Unbridled Change	VA	\$203,658	Exec Dir/pre	\$40,000	\$46,047	2023
Yanam2m	CO	\$204,439	Ceo	\$54,680	\$62,513	2023
Homes For Laurel Inc	MD	\$184,441	Vice President & Director	\$27,109	\$29,351	2024
Esperanza Immigration Legal Services	PA	\$206,309	Executive Director	\$85,696	\$101,891	2023
Laura Mahoney Autism And Epilepsy	NH	\$183,743	Executive Director	\$34,614	\$38,106	2023
Nonprofitconnect Inc	NJ	\$182,966	Executive Director	\$83,703	\$86,547	2024
Pettaway Pursuit Foundation	PA	\$182,330	Executive Director/president	\$66,401	\$76,685	2024
Texas Burn Survivor Society Inc	TX	\$208,307	Executive Dir.	\$48,000	\$57,248	2023
Hawaii Coalition Against Sexual Assault	HI	\$181,460	Executive Director	\$52,500	\$56,042	2023
Metro Apartments Inc	MN	\$209,839	Executive Vice President	\$18,918	\$22,288	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 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	180 organizations. Compensation range \$702–\$113,237; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$195,145); for reference, expenses \$171,454 and assets \$46,974.
ROLE MATCH	Karina Hernandez, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers 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	26 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	18 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 (Karina Hernandez) 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 10, 2026, comparing compensation against 180 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 26th 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 10, 2026.