

Being Alive San Diego

Executive Director / CEO

EIN 330439092

CA · NTEE G81Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shannon Wagner, Executive Director / CEO** (\$105,833) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

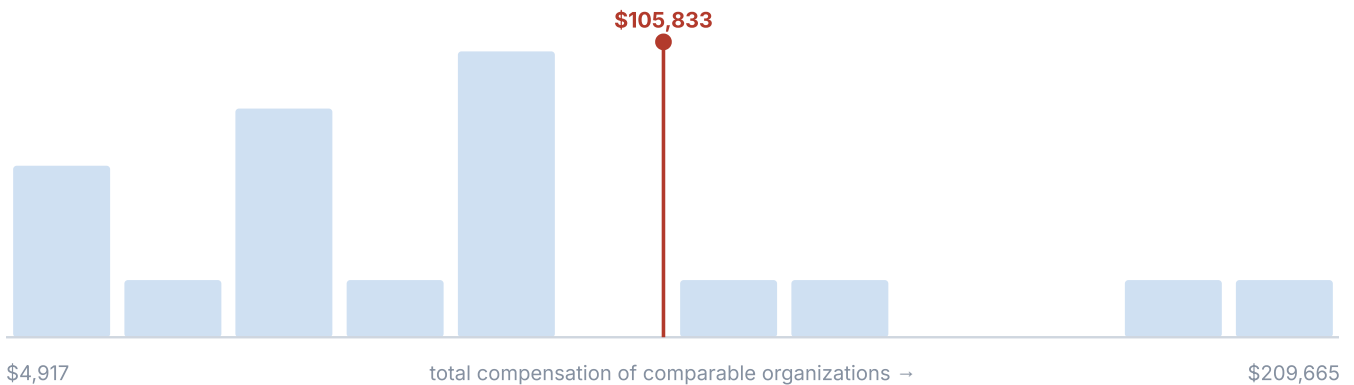
Benchmarked executive: Shannon Wagner — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G81Z).
BUDGET	Total revenue between \$275,202 and \$616,125 — 0.67x to 1.50x the subject's \$410,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G81), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,010	\$43,053	\$72,810	\$89,460	\$143,738	\$105,833
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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
Allies Linked For The Prevention Of Hiv	ID	\$407,074	Executive Dir.	\$32,927	\$41,637	2024
Camp Dreamcatcher	PA	\$407,018	Executive Di	\$102,180	\$121,128	2024
Corporacion El Punto En La Montana	PR	\$422,445	Velez	\$46,080	\$47,299	2024
Beautiful Gate Outreach Center Inc	DE	\$423,891	Program Director	\$66,083	\$79,189	2023
The Lazarus House A Center For Wellness	TX	\$368,650	Executive Director	\$45,784	\$54,441	2024
Childrens Aid Foundation	AL	\$367,325	Ceo	\$20,800	\$26,711	2024
Telluride Aids Benefit Inc	CO	\$472,865	Executive Director	\$79,050	\$87,781	2025
Fxb Usa Inc	NY	\$346,549	Program Strategy & Innovation	\$120,000	\$128,899	2024
Damien Center Real Estate Holding Inc	IN	\$519,836	President/ceo	\$43,821	\$54,932	2024
Hope In View Inc	IN	\$298,684	Coordinator	\$62,000	\$77,721	2024
Imani And Unidad	IN	\$531,128	Executive Director	\$69,750	\$90,019	2023
P A C T A Inc	PR	\$548,473	Director	\$8,576	\$8,803	2024
First Founders Assurance Company	NJ	\$562,255	Director	\$4,500	\$4,917	2023
Housing4humanity	CA	\$591,297	President/ceo	\$6,000	\$6,159	2024
Aids Assistance Program	CA	\$598,097	Executive Dir.	\$198,400	\$209,665	2023
Cherish A Child Usa	TX	\$601,864	President	\$150,000	\$178,363	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hiv-hcv Resource Center Inc	NH	\$604,702	Ex. Director	\$72,498	\$79,575	2024
Aids Project Of Southern Vermont	VT	\$605,796	Executive Director	\$55,120	\$67,898	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 2025 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	18 organizations. Compensation range \$4,917–\$209,665; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$410,750); for reference, expenses \$476,065 and assets \$932,498.
ROLE MATCH	Shannon Wagner, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	78th
Total compensation (D + F), as reported (no adjustments)	83rd
Reportable pay only (column D), adjusted	83rd

All sources (D + E + F), adjusted

61st

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 (Shannon Wagner) 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 18 similarly situated organizations (Same NTEE sector (G81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,833 is reasonable (approximately the 78th 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.