

Big Sister League Residency Inc

Executive Director / CEO

EIN 330724040

CA · NTEE Z99

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nuria Haro-lopez, Executive Director / CEO** (\$35,490) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

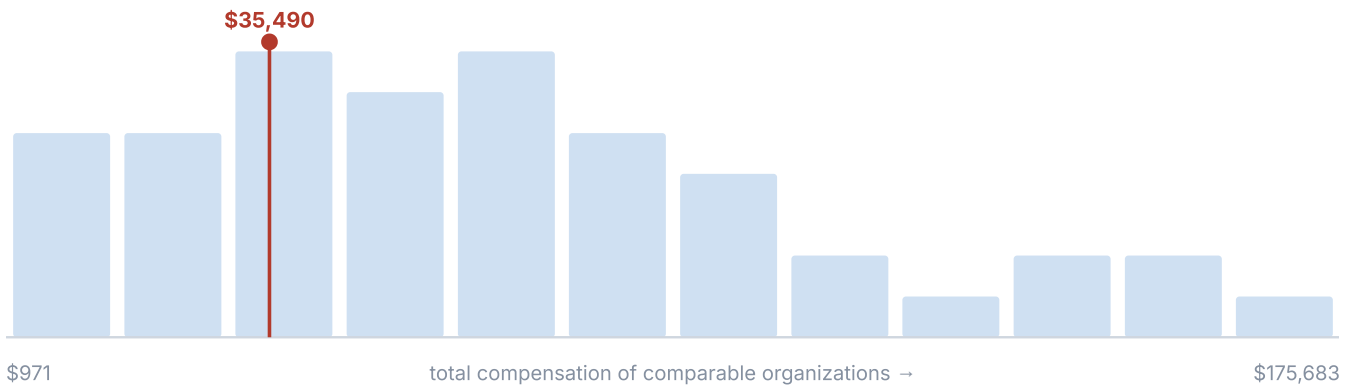
Benchmarked executive: Nuria Haro-lopez — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$228,190 and \$510,874 — 0.67x to 1.50x the subject's \$340,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99) + CA + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,804	\$32,219	\$61,272	\$88,962	\$126,737	\$35,490
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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
Zen Hospice Project	CA	\$341,218	Executive Dir.	\$143,380	\$139,266	2024
Bay Area Psychotherapy Training	CA	\$337,616	Executive Di	\$54,600	\$54,600	2023
Compasspoint Mentorship	CA	\$345,937	Executive Director	\$70,000	\$70,000	2023
San Diego County Dental Foundation	CA	\$361,587	Executive Director	\$82,500	\$80,133	2024
Care Fresno Inc	CA	\$362,423	Executive Dir.	\$62,555	\$59,194	2025
San Leandro Education Foundation	CA	\$317,348	Executive Director	\$75,000	\$70,970	2025
Sacramento Housing Alliance	CA	\$364,510	Executive Director	\$89,550	\$86,981	2024
Pegasus Therapeutic Riding Center	CA	\$307,891	Executive Dir.	\$93,222	\$90,547	2024
Mariposa Housing Inc	CA	\$307,819	Executive Dir.	\$3,602	\$3,499	2024
Orange County Bar Association Charitable	CA	\$306,363	Ceo / Executive Director	\$17,519	\$17,016	2024
Colorado Park Housing Corporation	CA	\$306,194	President & Ceo	\$65,738	\$65,738	2023
Padre Pio Academy	CA	\$302,702	Principal	\$20,700	\$20,700	2023
Mission Plaza Tenants Association	CA	\$378,751	President	\$1,000	\$971	2024
San Francisco Choral Society	CA	\$379,372	Executive Dir.	\$63,082	\$61,272	2024
Poway Valley Water Polo Club Inc	CA	\$301,640	President	\$3,749	\$3,641	2024
Inquilinos Unidos	CA	\$379,789	Executive Director	\$83,854	\$83,854	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Storeydreams Foundation Inc	CA	\$284,256	President	\$153,377	\$153,377	2023
Music Mends Minds Inc	CA	\$278,012	Executive Director	\$98,000	\$95,188	2024
Sonoma County Affordable Homes Inc	CA	\$403,168	President	\$32,623	\$31,687	2024
Alliance For Community Development	CA	\$404,289	Executive Director (Left 7/23)	\$64,804	\$64,804	2023
Garagiste Events Inc	CA	\$271,614	President	\$29,500	\$28,654	2024
Parkinson Association	CA	\$409,950	Executive Dir.	\$91,021	\$91,021	2023
Breast Cancer Action	CA	\$410,302	Executive Di	\$143,312	\$139,200	2024
Central Sierra Environmental Resource	CA	\$415,147	Ceo/pres	\$111,124	\$107,936	2024
Cleansing Stream Ministries	CA	\$417,659	President	\$68,640	\$66,671	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 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.

Sample, role match & sensitivity

PEER COUNT	47 organizations. Compensation range \$971–\$175,683; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$340,583); for reference, expenses \$241,057 and assets \$337,615.
ROLE MATCH	Nuria Haro-lopez, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	34 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	28 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 (Nuria Haro-lopez) 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 47 similarly situated organizations (Same NTEE sector (Z99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,490 is reasonable (approximately the 34th 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.