

# Healthnet Foundation Inc

Executive Director / CEO

EIN 384090140

IN · NTEE E70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rick Diaz, Executive Director / CEO** (\$22,934) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

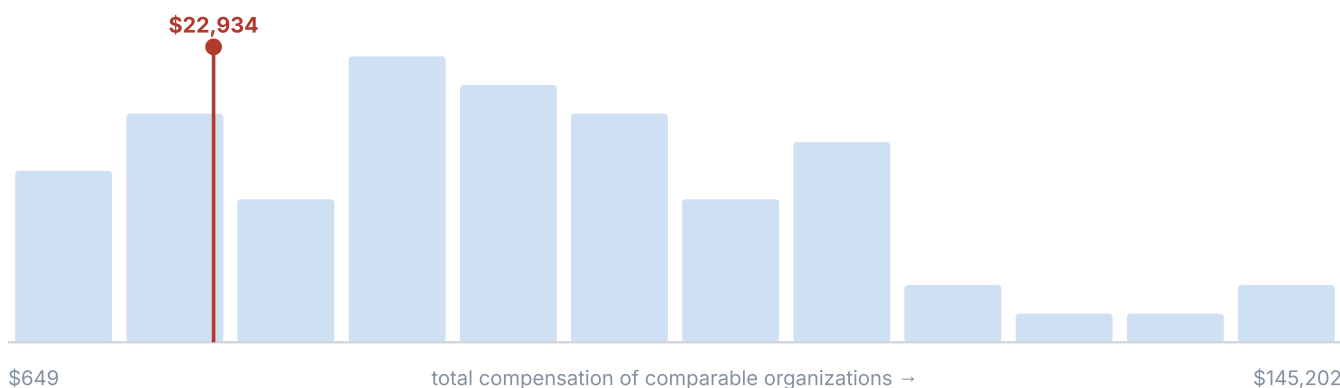
**Benchmarked executive:** Rick Diaz — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (E70).  |
| BUDGET    | Total revenue between \$111,639 and \$249,939 — 0.67x to 1.50x the subject's \$166,626 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.  |

**64** organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| \$13,084 | \$31,794 | \$52,890 | \$82,383 | \$95,019 | \$22,934 |
|----------|----------|----------|----------|----------|----------|



## ■ 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 IN 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="#">Travelers Education Group</a>                          | TX    | \$166,468 | Member                                  | \$30,000        | <b>\$27,640</b>  | 2024 |
| <a href="#">Head Strong &amp; Ready Aka Head Strong &amp;</a>      | CA    | \$165,551 | Treasurer                               | \$25,259        | <b>\$20,683</b>  | 2023 |
| <a href="#">Etta Pete Sickle Cell Anemia Foundation</a>            | LA    | \$164,993 | Executive Director                      | \$20,800        | <b>\$21,095</b>  | 2024 |
| <a href="#">Good Hope Inc</a>                                      | MA    | \$168,787 | President                               | \$15,600        | <b>\$13,293</b>  | 2023 |
| <a href="#">March For Moms Association</a>                         | KS    | \$163,356 | Executive Director                      | \$141,737       | <b>\$145,202</b> | 2023 |
| <a href="#">Integrity Unlimited Community</a>                      | NC    | \$172,029 | Vice Preside                            | \$22,320        | <b>\$21,869</b>  | 2023 |
| <a href="#">Healthy Homeworks</a>                                  | ME    | \$172,895 | Executive Director                      | \$76,502        | <b>\$70,557</b>  | 2024 |
| <a href="#">Alzheimers Of Glynn Brunswick Inc</a>                  | GA    | \$173,184 | Executive Dir.                          | \$54,226        | <b>\$50,219</b>  | 2024 |
| <a href="#">Heart Coalition Inc</a>                                | GA    | \$159,340 | Chairman                                | \$9,000         | <b>\$8,120</b>   | 2025 |
| <a href="#">Greater Houston Area Health Education</a>              | TX    | \$178,630 | Executive Director                      | \$65,769        | <b>\$60,596</b>  | 2024 |
| <a href="#">Abortion Care For Tennessee</a>                        | TN    | \$179,958 | Executive Director-<br>left During Year | \$2,525         | <b>\$2,445</b>   | 2024 |
| <a href="#">Florida Coalition On Donation Inc</a>                  | FL    | \$180,569 | Executive Di                            | \$60,000        | <b>\$50,577</b>  | 2025 |
| <a href="#">Vax 2 Stop Cancer</a>                                  | AL    | \$151,953 | Ceo                                     | \$63,179        | <b>\$62,866</b>  | 2024 |
| <a href="#">The American Society Of Breast Surgeons Foundation</a> | MD    | \$150,365 | Executive Director                      | \$106,351       | <b>\$91,579</b>  | 2024 |
| <a href="#">Costs Of Care Inc</a>                                  | MA    | \$183,476 | Executive Director                      | \$15,250        | <b>\$12,995</b>  | 2023 |
| <a href="#">Cumberland Valley Breast Care</a>                      | PA    | \$183,666 | President, Ceo                          | \$55,284        | <b>\$50,779</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE            | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|-----------|--------------------------|-----------------|------------------|------|
| <a href="#">Minnesota Oral Health Coalition</a>       | MN    | \$145,868 | Executive Director       | \$145,200       | <b>\$136,051</b> | 2023 |
| <a href="#">Kindness To Prevent Blindness Inc</a>     | IN    | \$143,504 | Prior Executive Director | \$32,625        | <b>\$32,625</b>  | 2023 |
| <a href="#">Earthwide Surgical Foundation</a>         | MO    | \$193,913 | President                | \$80,000        | <b>\$80,349</b>  | 2023 |
| <a href="#">The Committee To Reduce Infection</a>     | CT    | \$196,577 | Chairman                 | \$118,800       | <b>\$102,595</b> | 2024 |
| <a href="#">50 Hoops National Prostate Awareness</a>  | TX    | \$136,575 | Executive Director       | \$60,000        | <b>\$56,914</b>  | 2023 |
| <a href="#">Illinois Rural Health Association</a>     | IL    | \$200,232 | Executive Director       | \$63,350        | <b>\$55,885</b>  | 2025 |
| <a href="#">Asian Resource Center</a>                 | OH    | \$201,990 | Executive Di             | \$38,346        | <b>\$37,408</b>  | 2024 |
| <a href="#">Lopa Foundation</a>                       | LA    | \$203,618 | Ceo                      | \$11,147        | <b>\$11,305</b>  | 2024 |
| <a href="#">Nashville General Hospital Foundation</a> | TN    | \$206,437 | Executive Director       | \$68,613        | <b>\$66,429</b>  | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 64 organizations. Compensation range \$649–\$145,202; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$166,626); for reference, expenses \$222,366 and assets \$536,171.

**ROLE MATCH** Rick Diaz, reported title *"BOARD MEMBER"*, 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 5 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 | 22 <sup>nd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 19 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 0 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 100 <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 (Rick Diaz) 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 64 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,934 is reasonable (approximately the 22<sup>nd</sup> 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.