

Philip Hayden Foundation Inc

Executive Director / CEO

EIN 391815753

CA · NTEE Q123

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Timothy Baker, Executive Director / CEO** (\$102,639) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

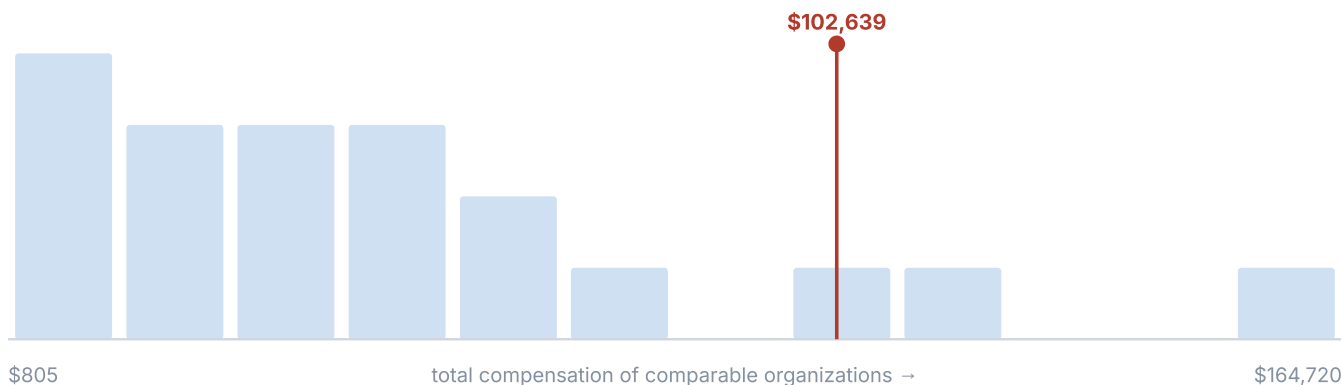
Benchmarked executive: Timothy Baker — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q123).
BUDGET	Total revenue between \$189,861 and \$425,064 — 0.67x to 1.50x the subject's \$283,376 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q12), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,991	\$19,962	\$37,326	\$67,003	\$107,489	\$102,639
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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
Amrita-seattle	WA	\$277,588	President	\$62,679	\$66,907	2023
Epic Foundation Inc	NY	\$299,012	Assistant Treasurer & Assistant Cfo	\$3,912	\$4,094	2024
The Holiness Pilgrim Church Inc	IN	\$263,468	American Director	\$4,800	\$5,711	2025
Abrahams Tent Inc	NY	\$313,586	Director	\$22,500	\$24,241	2023
Janes House	WA	\$249,639	President	\$104,025	\$111,043	2023
Imprint Hope	NJ	\$239,662	Executive Di	\$33,600	\$35,767	2023
Life Help	WA	\$236,530	President	\$36,000	\$37,326	2024
Friends Of Fountain Of Hope	OH	\$333,059	Board Member	\$637	\$805	2023
Chosen And Cherished Ministries Inc	NY	\$338,893	President/treas	\$18,000	\$18,836	2024
Brio Health Global	CA	\$227,106	Executive Director	\$65,173	\$67,098	2023
Friends Of Samaritans Place Inc	TN	\$222,287	Director	\$38,500	\$46,866	2024
Children Of Zion Of Maryland Inc	MD	\$348,515	Executive Director	\$39,000	\$42,225	2024
School Fund	CA	\$213,228	Executive Director	\$52,000	\$53,536	2023
Amigos De Las Americas-houston Chapter	TX	\$209,500	Office Administrator	\$3,000	\$3,578	2023
India Connection Ministries Inc	NY	\$366,574	Executive Director	\$27,500	\$28,778	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charles Antetokounmpo Family Foundation	MN	\$368,862	Deputy Director	\$143,947	\$164,720	2024
Womens Empowerment International	CA	\$389,342	Executive Director	\$106,600	\$106,600	2024
Comite En Union Para Salvadorenos	NJ	\$397,912	Exec Dir	\$20,395	\$21,088	2024
Partners In Sustainable Development International	MO	\$407,548	Executive Director	\$59,640	\$75,314	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	19 organizations. Compensation range \$805–\$164,720; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$283,376); for reference, expenses \$554,001 and assets \$177,371. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Timothy Baker, reported title " <i>PRESIDENT</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 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	84 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 (Timothy Baker) 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 19 similarly situated organizations (Same NTEE sector (Q12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,639 is reasonable (approximately the 84th 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.