

Heidelberg University Association

Executive Director / CEO

EIN 412264822
 NY · NTEE Q22
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Amanda Daquila Until 62824, Executive Director / CEO** (\$74,769) against **every comparable organization** that fit the selection criteria — **635** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

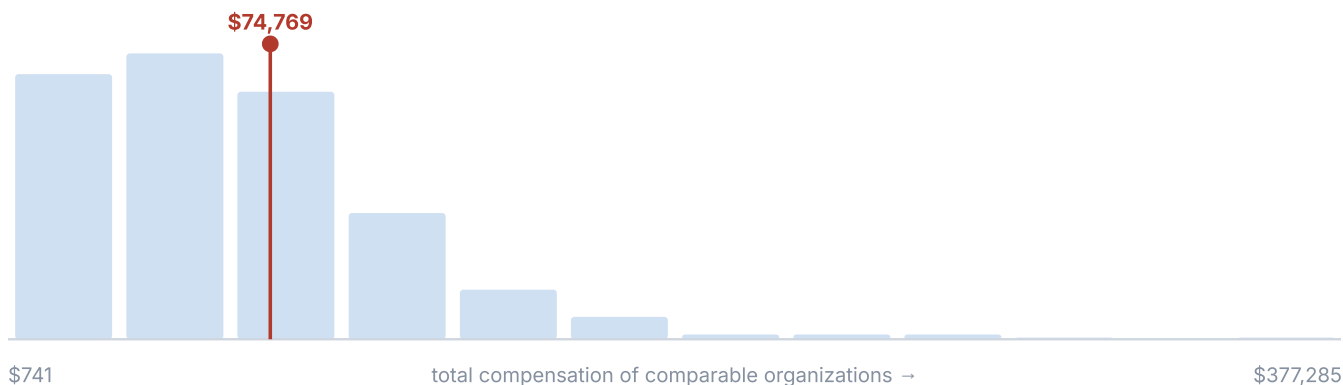
Benchmarked executive: Amanda Daquila Until 62824 — reported title “EXEC. DIRECT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

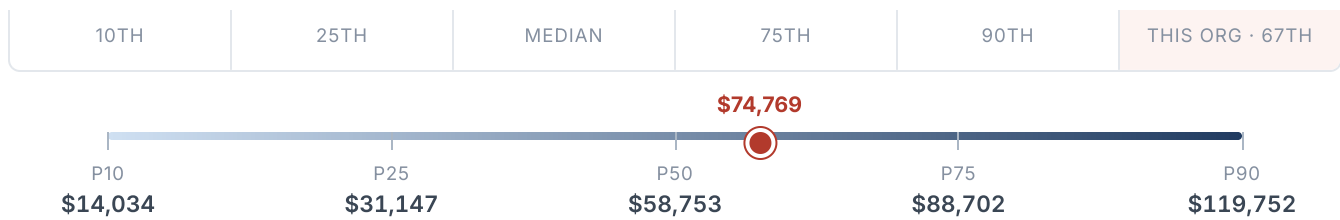
SECTOR	Organizations sharing the subject's NTEE classification (Q22).
BUDGET	Total revenue between \$233,290 and \$522,292 — 0.67x to 1.50x the subject's \$348,195 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

635 organizations qualified on sector, size, and geography → **635** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,034	\$31,147	\$58,753	\$88,702	\$119,752	\$74,769
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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 NY 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
Warm Heart Worldwide Inc	NJ	\$348,115	Secretary	\$6,000	\$5,928	2024
Love Mercy Inc	KS	\$347,924	President	\$36,725	\$45,204	2023
Mexico Ministries Inc	TX	\$348,483	President	\$35,896	\$40,910	2023
Children Of Zion Of Maryland Inc	MD	\$348,515	Executive Director	\$39,000	\$40,350	2024
The Albert Einstein Institution Inc	MA	\$348,522	Executive Director/secretary	\$104,285	\$106,770	2023
Aarti For Girls Inc	TX	\$347,788	Vp & Treasurer	\$25,000	\$27,675	2024
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$124,980	2023
Women In The Window International Inc	FL	\$349,140	Executive Director	\$79,217	\$84,788	2023
Mission Housing Ministries Inc	FL	\$346,937	Director	\$59,896	\$62,269	2024
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$78,837	2024
Junior Achievement Of Southern Ma	MA	\$346,789	President & Ceo	\$90,424	\$92,579	2023
United Nations Association Of The National	DC	\$346,700	President	\$101,488	\$98,557	2024
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$140,922	2024
Maternal Life International	MT	\$350,286	Co-executive Director	\$60,000	\$71,574	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Speak Up Africa Inc	NY	\$345,613	Ceo/executive Director	\$200,000	\$205,907	2023
Hope Outreach International	FL	\$345,598	Executive Director	\$38,400	\$41,100	2023
Junior Achievement Of Eastern North	NC	\$345,533	President And Ceo	\$105,074	\$117,052	2025
World Wide Hispanic Outreach Inc	IN	\$351,602	Executive Director	\$24,000	\$28,009	2024
Amigos The Richmond Latino Center Inc	IN	\$351,902	Director	\$28,912	\$33,741	2024
Accessibility Accelerator Inc	NY	\$344,297	Executive Director	\$64,642	\$64,642	2024
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$37,372	2024
Wells 4 Wellness Inc	UT	\$342,979	Vice President	\$46,667	\$52,857	2024
Dark Bali	CA	\$342,650	Executive Dir.	\$64,618	\$61,749	2024
International Accountability Project	NY	\$342,608	Executive Director	\$116,350	\$116,350	2024
Aim4india	TX	\$342,503	Executive Dir.	\$65,167	\$74,271	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **635** organizations. Compensation range \$741–\$377,285; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$348,195); for reference, expenses \$303,517 and assets \$174,311.

ROLE MATCH	Amanda Daquila Until 62824, reported title "EXEC. DIRECT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	67 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	64 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 (Amanda Daquila Until 62824) 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 635 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,769 is reasonable (approximately the 67th 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.