

# The Senegal Health Institute

Executive Director / CEO

EIN 451198932

CA · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jill Padgham-diallo, Executive Director / CEO** (\$58,240) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

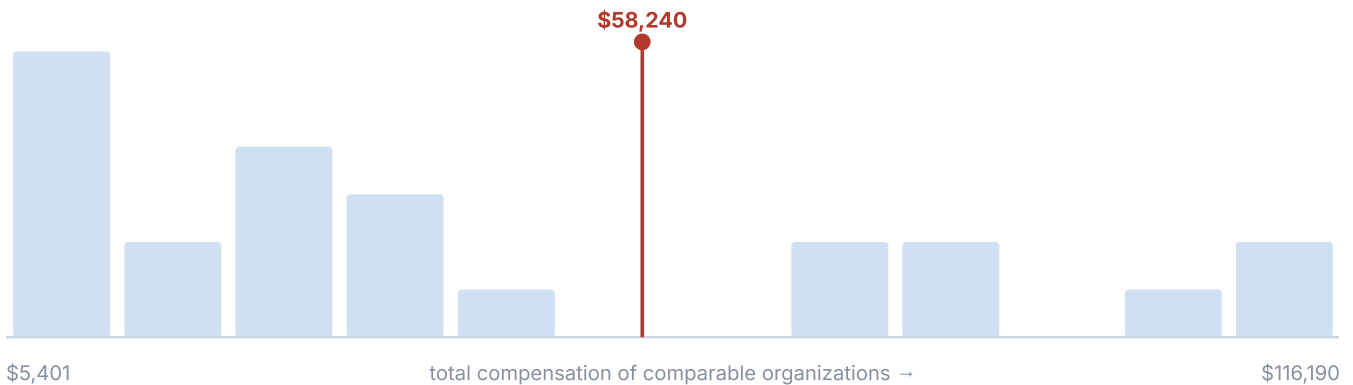
**Benchmarked executive:** Jill Padgham-diallo — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$161,298 and \$361,116 — 0.67x to 1.50x the subject's \$240,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33) + CA + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,600	\$15,250	\$32,875	\$76,042	\$97,455	\$58,240
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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
<a href="#">Here For Kids International</a>	CA	\$242,854	Exec Director	\$98,291	<b>\$101,194</b>	2023
<a href="#">A Touch Of Love Foundation</a>	CA	\$244,733	President	\$74,868	<b>\$74,868</b>	2024
<a href="#">Unatti Foundation</a>	CA	\$247,939	President	\$38,000	<b>\$38,000</b>	2024
<a href="#">Build And Restore International</a>	CA	\$232,223	President	\$20,000	<b>\$20,591</b>	2023
<a href="#">Ruel Foundation Usa</a>	CA	\$229,495	Board Member	\$5,401	<b>\$5,401</b>	2024
<a href="#">Advanced Center For Eyecare Global</a>	CA	\$258,535	Executive Dir.	\$75,000	<b>\$77,215</b>	2023
<a href="#">Far Reaching Ministries Aviation Inc</a>	CA	\$260,470	Ceo	\$108,806	<b>\$108,806</b>	2024
<a href="#">The Charis Project</a>	CA	\$263,271	Ceo	\$24,000	<b>\$24,000</b>	2024
<a href="#">Because Of Hope</a>	CA	\$213,002	President/exec Director	\$42,000	<b>\$42,000</b>	2024
<a href="#">Safe Harbor International Relief</a>	CA	\$211,451	President & Ceo	\$9,000	<b>\$9,000</b>	2024
<a href="#">Onmission Partners</a>	CA	\$275,568	Ceo & Secret	\$30,000	<b>\$30,886</b>	2023
<a href="#">Global Effect Ministries</a>	CA	\$203,401	President	\$17,499	<b>\$17,499</b>	2024
<a href="#">Afghan Literacy Foundation</a>	CA	\$284,594	Executive Director	\$13,000	<b>\$13,000</b>	2024
<a href="#">Compassion Connection</a>	CA	\$185,155	Ceo/president	\$79,500	<b>\$79,500</b>	2024
<a href="#">Gocare Inc</a>	CA	\$302,675	President	\$44,000	<b>\$45,300</b>	2023
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$6,000</b>	2024
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$12,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Guatemala Deaf Ministries</a>	CA	\$321,509	Vice President	\$32,875	<b>\$32,875</b>	2024
<a href="#">Faith Hope And Charity Inc</a>	CA	\$329,606	Secretary/treasurer	\$25,200	<b>\$25,944</b>	2023
<a href="#">Bridges Of Hope International</a>	CA	\$332,038	President	\$112,857	<b>\$116,190</b>	2023
<a href="#">Angel Of Faith Non Profit Organization</a>	CA	\$346,809	President	\$82,500	<b>\$82,500</b>	2024
<a href="#">Olive Tree Ministry Inc</a>	CA	\$358,573	Executive Di	\$36,000	<b>\$37,063</b>	2023
<a href="#">Africa Future Foundation</a>	CA	\$358,743	Cfo	\$12,000	<b>\$12,354</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 23 organizations. Compensation range \$5,401–\$116,190; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$240,744); for reference, expenses \$221,425 and assets \$487,240.

**ROLE MATCH** Jill Padgham-diallo, reported title *"Exec Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>70<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>70<sup>th</sup></b>

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 Reportable pay only (column D), adjusted
70<sup>th</sup>


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 All sources (D + E + F), adjusted
70<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

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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 (Jill Padgham-diallo) 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 23 similarly situated organizations (Same NTEE sector (Q33) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,240 is reasonable (approximately the 70<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.