

# Here To Serve Inc

Executive Director / CEO

EIN 452238035

CA · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Quintas, Executive Director / CEO** (\$79,761) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kathleen Quintas — reported title “CEO/Board Chair”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

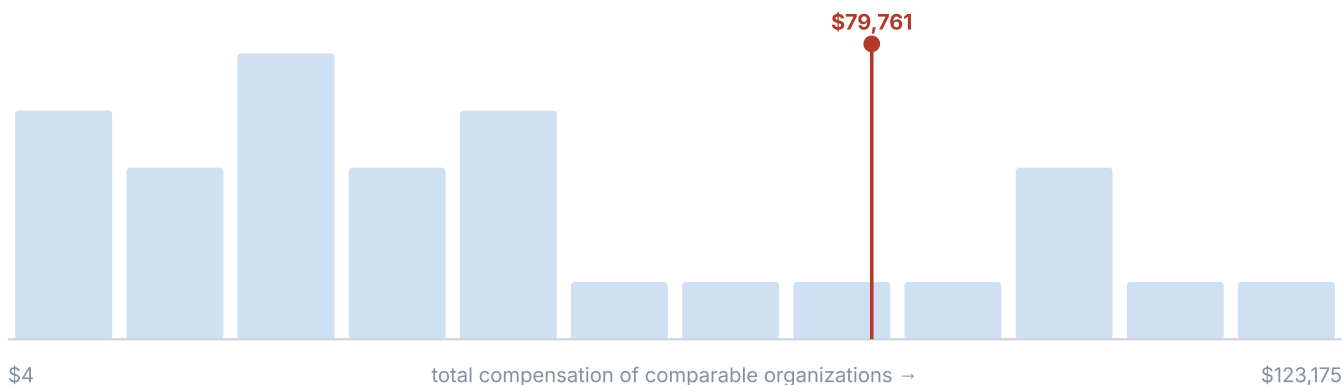
**BUDGET** Total revenue between \$91,648 and \$205,183 — 0.67x to 1.50x the subject's \$136,789 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,462	\$23,589	\$39,861	\$71,079	\$95,860	\$79,761
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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="#">The Caritas Foundation</a>	CA	\$137,500	Chief Operating Officer	\$18,203	<b>\$18,685</b>	2024
<a href="#">Vetcares Inc</a>	CA	\$128,729	Ceo	\$130	<b>\$133</b>	2024
<a href="#">Careyes Foundation</a>	CA	\$128,003	Director	\$16,000	<b>\$16,908</b>	2023
<a href="#">Spring Research Innovation Network Group</a>	CA	\$127,975	Executive Director	\$23,868	<b>\$25,223</b>	2023
<a href="#">Ventura County Central Service Office Inc</a>	CA	\$126,080	Office Manager	\$68,007	<b>\$74,815</b>	2022
<a href="#">Mattole Valley Resource Center</a>	CA	\$151,615	Executive Dir.	\$30,058	<b>\$30,058</b>	2025
<a href="#">Communities Of Excellence 2026 Inc</a>	CA	\$119,868	President An	\$38,250	<b>\$39,262</b>	2024
<a href="#">Social Science Observatory</a>	CA	\$119,170	President	\$89,100	<b>\$94,159</b>	2023
<a href="#">Flourish Ministries Inc</a>	CA	\$160,448	President	\$89,347	<b>\$94,420</b>	2023
<a href="#">Nextstep Ministries</a>	CA	\$163,347	President/exec Director	\$27,524	<b>\$28,252</b>	2024
<a href="#">Northern California Dr Martin Luther King Jr Community Foundatio</a>	CA	\$164,851	Officer	\$99,220	<b>\$99,220</b>	2025
<a href="#">Santa Monica Bay Area Human Relations</a>	CA	\$166,141	Director	\$80,844	<b>\$82,983</b>	2024
<a href="#">Sustainable Silicon Valley</a>	CA	\$166,295	Executive Dir.	\$26,833	<b>\$27,543</b>	2024
<a href="#">Hygieia Behavioral Health Foundation Inc</a>	CA	\$166,700	President And Ceo	\$120,000	<b>\$123,175</b>	2024
<a href="#">Women In Revenue Inc</a>	CA	\$106,627	Executive Dir.	\$49,862	<b>\$52,693</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mother-wise</a>	CA	\$102,303	Executive Di	\$44,375	<b>\$46,894</b>	2023
<a href="#">587 Ministries Inc</a>	CA	\$175,473	President	\$50,000	<b>\$51,323</b>	2024
<a href="#">Emotional Health Institute</a>	CA	\$95,630	Admin	\$4	<b>\$4</b>	2024
<a href="#">African American Wellness Center For Children Families</a>	CA	\$180,993	Ceodirector	\$28,464	<b>\$29,217</b>	2024
<a href="#">Kindred Spirits Care Farm</a>	CA	\$183,337	Executive Director	\$10,000	<b>\$10,265</b>	2024
<a href="#">El Emet Inc</a>	CA	\$184,498	Cfo	\$39,000	<b>\$40,032</b>	2024
<a href="#">Cuyama Valley Family Resource Center</a>	CA	\$186,476	Executive Director	\$45,630	<b>\$48,221</b>	2023
<a href="#">Beyond Fistula</a>	CA	\$192,936	Co-director	\$7,392	<b>\$7,588</b>	2024
<a href="#">Pelican Cove Counseling Center</a>	CA	\$194,911	Executive Director	\$68,034	<b>\$69,834</b>	2024
<a href="#">Charity For Charity</a>	CA	\$196,905	Secretary	\$37,558	<b>\$39,690</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 2025 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 28 organizations. Compensation range \$4–\$123,175; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$136,789); for reference, expenses \$155,675 and assets \$35,157.

**ROLE MATCH** Kathleen Quintas, reported title "*CEO/Board Chair*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	75 <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 (Kathleen Quintas) 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 28 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,761 is reasonable (approximately the 79<sup>th</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.