

Truong Buu Diep Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John H Nguyen, Executive Director / CEO** (\$91,000) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

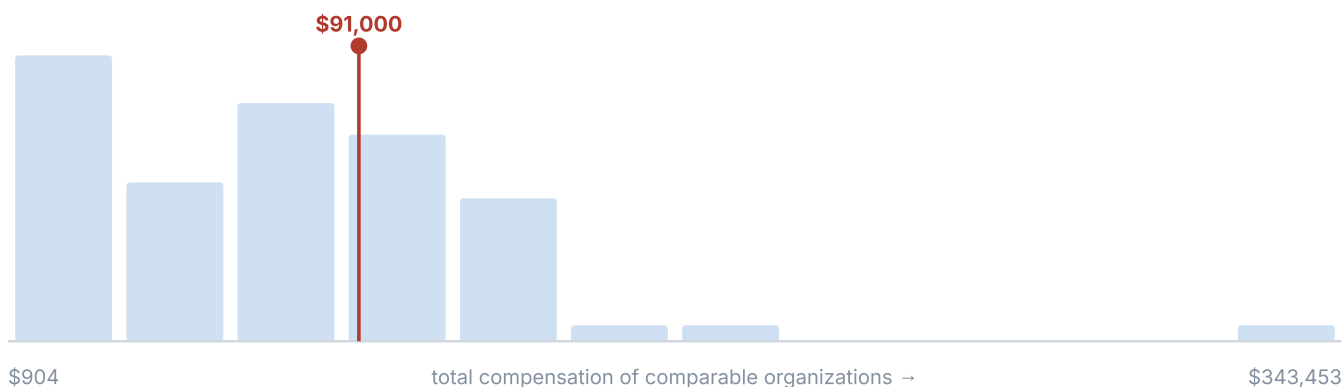
Benchmarked executive: John H Nguyen — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$266,873 and \$597,477 — 0.67x to 1.50x the subject's \$398,318 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,602	\$24,580	\$66,695	\$98,209	\$133,260	\$91,000
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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
Ohio Credit Union Foundation	OH	\$398,325	President	\$79,571	\$103,142	2023
Hemophilia Foundation Of Md Inc	MD	\$398,532	Executive Director	\$89,234	\$99,169	2024
The Home Builders Charitable Foundation	MO	\$395,137	Executive Vice President	\$17,096	\$21,524	2024
Companions In Courage Foundation	NY	\$391,304	Secretary/executive Director	\$106,815	\$114,736	2024
Emmanuel's Hammer Inc	SC	\$390,510	Executive Director	\$72,000	\$89,289	2024
Hope Springs Water	TX	\$383,507	Executive Di	\$3,125	\$3,716	2024
Gasol Foundation	CA	\$416,362	Executive Director (Until	\$87,033	\$89,336	2024
Wesley Towers Foundation	KS	\$379,472	President/ceo	\$15,371	\$20,323	2023
Kendrick Ministries Inc	MS	\$417,235	President	\$108,000	\$142,985	2024
Friends Of Grace Church School Brooklyn	NY	\$423,755	Director	\$88,697	\$98,089	2023
Esba Inc	GA	\$367,469	Pres	\$45,600	\$56,113	2023
Gavilan College Educational Foundation	CA	\$366,665	Director	\$22,661	\$23,261	2024
Nathan Family Supporting Foundation	LA	\$363,146	Secretary/treasurer	\$12,957	\$16,960	2024
The Maurice C La Grua Center	CT	\$360,619	Executive Di	\$82,521	\$89,603	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Robert B Spencer Foundation	NM	\$351,996	Secretary	\$32,419	\$40,380	2025
The United Methodist Retirement	NC	\$350,999	Chief Financial Officer	\$28,807	\$35,382	2024
College Ministries Of Virginia	VA	\$350,231	Executive Campus Minister	\$53,506	\$63,226	2023
Arkansas Methodist Medical Center	AR	\$350,052	Cfo/ceo	\$18,725	\$25,019	2024
The Wanderer Family Foundation	NY	\$350,000	Trustee	\$69,484	\$76,841	2023
Fellows Of The Rsa In The United States	PA	\$340,981	Executive Director	\$147,269	\$174,577	2024
The Tom Ridge Environmental Center	PA	\$336,137	President	\$70,000	\$85,430	2023
The Boselli Foundation	FL	\$466,701	Executive Dir.	\$117,969	\$131,737	2024
Holt Brothers Foundation Inc	NC	\$327,562	Executive Director	\$80,250	\$98,567	2024
The Travelers Foundation	CA	\$324,293	President Director	\$18,000	\$19,022	2023
Equity In The Arts Fund	OH	\$322,812	President	\$42,714	\$53,778	2024

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.

■ Sample, role match & sensitivity

PEER COUNT **68** organizations. Compensation range \$904–\$343,453; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$398,318); for reference, expenses \$371,852 and assets \$282,680.
ROLE MATCH	John H Nguyen, reported title " <i>Chief Executive Officer</i> ", 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	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	69 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	43 rd

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 (John H Nguyen) 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 68 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,000 is reasonable (approximately the 69th 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.