

Reunification Transitional Housing Corporation

Executive Director / CEO

EIN 463502196
 CA · NTEE F33
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Gabriela Hernandez, Executive Director / CEO** (\$72,048) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

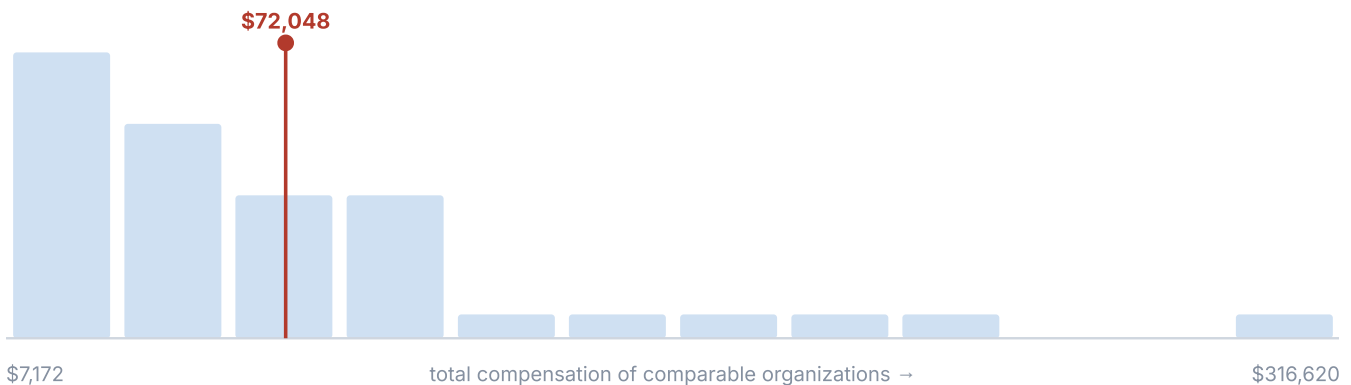
Benchmarked executive: Gabriela Hernandez — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F33).
BUDGET	Total revenue between \$255,868 and \$572,841 — 0.67x to 1.50x the subject's \$381,894 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,403 10TH	\$26,162 25TH	\$51,227 MEDIAN	\$90,746 75TH	\$143,244 90TH	\$72,048 THIS ORG · 62ND
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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
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$65,457	2024
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$22,055	2024
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$74,821	2023
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$51,227	2023
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$69,793	2024
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$136,338	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$22,321	2023
Bhr Housing Properties	WA	\$353,568	Bhr Ceo	\$25,251	\$26,181	2023
Blue River Housing Corp	MI	\$426,094	President	\$6,000	\$7,172	2023
L'arche North Carolina	NC	\$335,585	Executive Director	\$70,179	\$81,567	2024
A Peace Of Mind Inc	PA	\$324,326	Executive Director	\$43,805	\$49,137	2024
The Ryan Licht Sang Bipolar Foundation Inc	IL	\$450,686	President/director	\$98,200	\$108,596	2024
B C Davis Inc	MI	\$311,755	President	\$36,900	\$42,842	2024
Kadima Nonprofit Housing Corporation	MI	\$452,605	President	\$36,676	\$42,582	2024
Yana House	IL	\$455,297	Executive Director	\$158,600	\$170,869	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Morning Starr New Beginnings	TX	\$456,000	President	\$60,000	\$67,513	2024
North Sunflower Medical Foundation	MS	\$456,827	Executive Di	\$20,000	\$25,056	2024
Peace River Center Properties Inc	FL	\$306,470	Secretary	\$27,335	\$28,885	2024
Search For Change Community	NY	\$296,526	Ceo	\$25,719	\$26,142	2024
Iris Transitional Living	GA	\$295,086	Cfo	\$36,400	\$41,169	2024
Acts 1 And 8 Housing	OH	\$469,663	President	\$83,200	\$99,124	2024
Reach Sober Living Inc	MI	\$471,659	Ed/clinical	\$178,534	\$207,284	2024
Heaven Sent Group Home Inc	NC	\$291,703	Executive Di	\$74,700	\$89,386	2023
Kommunity Kares Inc	NJ	\$288,648	President	\$221,080	\$222,033	2024
Assisi House	MO	\$286,108	Executive Director	\$68,997	\$84,630	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 2023 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 39 organizations. Compensation range \$7,172–\$316,620; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$381,894); for reference, expenses \$368,216 and assets \$0.

ROLE MATCH Gabriela Hernandez, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	62 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	36 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 (Gabriela Hernandez) 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 39 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,048 is reasonable (approximately the 62nd 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.