

Unity 4 Orphans

Executive Director / CEO

This analysis benchmarks the total compensation of **Joseph Brandi, Executive Director / CEO** (\$81,217) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Joseph Brandi — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

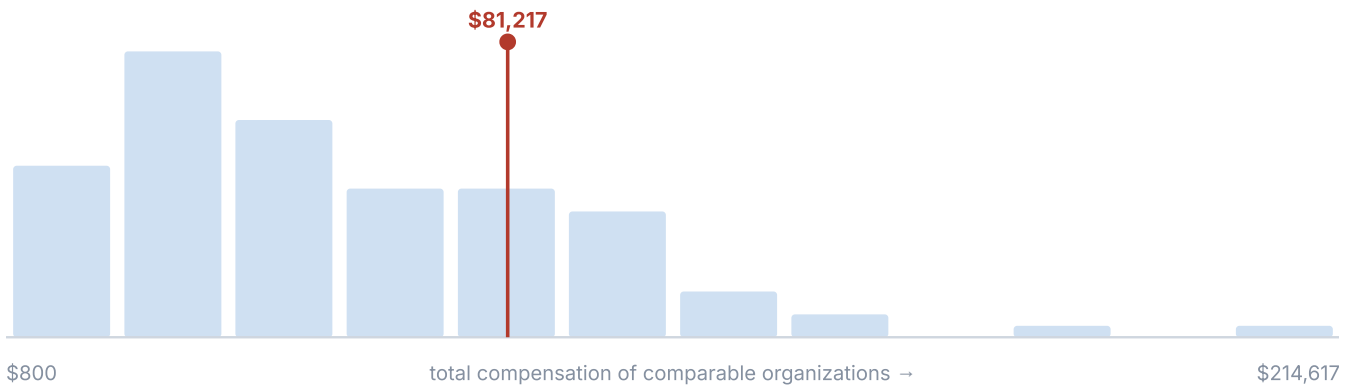
SECTOR Organizations sharing the subject's NTEE classification (X20).

BUDGET Total revenue between \$218,374 and \$488,898 — 0.67x to 1.50x the subject's \$325,932 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20) + CA + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,991	\$27,077	\$51,345	\$77,616	\$101,648	\$81,217
----------	----------	----------	----------	-----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 77TH
------	------	--------	------	------	-----------------



● 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
House Of Prayer Ignited	CA	\$327,253	President	\$40,000	\$40,000	2024
Korea Christian Gospel Mission Inc	CA	\$327,843	Director Eme	\$21,672	\$21,672	2024
On Campus Ministries	CA	\$323,648	Secretary	\$31,000	\$31,916	2023
Frank Hechavarria Ministries Inc	CA	\$330,957	President	\$214,617	\$214,617	2024
Thinking Through Faith	CA	\$319,788	Ceo	\$50,400	\$51,889	2023
Beam Kenya	CA	\$318,437	Ceo	\$33,600	\$33,600	2024
Joyful Noise Xpress Inc	CA	\$340,059	President	\$55,272	\$55,272	2024
In Grace Mission	CA	\$308,787	Secretary &	\$16,500	\$16,987	2023
Miracle Minded Ministries 3	CA	\$345,060	President	\$124,117	\$124,117	2024
Operation Idream	CA	\$306,639	Ceo	\$50,200	\$51,683	2023
Northern California Christian	CA	\$306,593	Manager	\$44,284	\$45,592	2023
Kenani Vou Methodist Church Usa	CA	\$345,441	Ceo	\$31,231	\$31,231	2024
Youth Foundation & Center Of Iv Inc	CA	\$347,566	Ceo/director	\$94,598	\$92,160	2025
The Barnabas Group-silicon Valley	CA	\$303,958	Managing Partner	\$16,000	\$16,000	2024
Theodyssey Group	CA	\$303,665	President & Ceo	\$110,196	\$107,356	2025
Kesed Seminars	CA	\$351,314	Executive Director	\$96,000	\$98,836	2023
Streetlight Ministries Inc	CA	\$300,517	Trasure And Store Manger	\$31,100	\$31,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ondas De Vida Network	CA	\$352,139	President	\$26,400	\$27,180	2023
In Yahshua's Name Inc	CA	\$352,256	President	\$52,500	\$54,051	2023
Kardia	CA	\$297,304	Co-executive Director	\$53,333	\$53,333	2024
Oak Health Foundation	CA	\$354,804	Ceo	\$19,353	\$19,925	2023
Macintosh Ministries Inc	CA	\$296,946	President	\$64,000	\$65,890	2023
Faithquest Missions	CA	\$355,360	President	\$96,000	\$98,836	2023
Evangelicals For Social Action - Fresno	CA	\$357,472	Exec Director	\$75,124	\$75,124	2024
Ann Ree Colton Foundation Of Nisience	CA	\$357,776	Director	\$43,039	\$43,039	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 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.

■ Sample, role match & sensitivity

PEER COUNT	104 organizations. Compensation range \$800–\$214,617; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$325,932); for reference, expenses \$605,500 and assets \$161,593. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joseph Brandi, reported title " <i>PRESIDENT</i> ", 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.

OUTLIERS 2 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	76 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 (Joseph Brandi) 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 104 similarly situated organizations (Same NTEE sector (X20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,217 is reasonable (approximately the 77th 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.