

Drepung Loseling Institute Of Texas

Executive Director / CEO

EIN 475145239

TX · NTEE X50

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Gala Tulku Rinpoche, Executive Director / CEO** (\$31,200) 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 **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Gala Tulku Rinpoche — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X50).
BUDGET	Total revenue between \$192,840 and \$431,733 — 0.67x to 1.50x the subject's \$287,822 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X50), nationwide + 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



\$5,466	\$7,935	\$15,600	\$32,586	\$78,615	\$31,200
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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 TX 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
Wong Tai-sen Center	CA	\$284,118	President	\$12,000	\$10,664	2023
Diamond Cutter Classics	AZ	\$273,905	President	\$36,789	\$36,415	2023
Lone Star Buddhist Meditation Center Inc	TX	\$303,863	Head Monk	\$22,000	\$22,650	2023
Buta Buddhism Research Center	CA	\$304,544	President & Ceo	\$8,500	\$7,337	2024
The Korinji Foundation	WI	\$269,299	President	\$24,700	\$25,788	2024
Soto Zen Buddhism International Center	CA	\$266,197	President	\$15,500	\$13,035	2025
Santa Monastery	CO	\$248,734	President	\$30,000	\$28,757	2024
Lien Hoa Tu	CA	\$242,753	Ceo	\$9,600	\$8,532	2023
Cambridge House For Inner Peace Inc	MA	\$333,993	Former Executive Director	\$97,926	\$87,970	2024
Tu Hieu Buddhist Temple	TX	\$232,821	Buddhist/president	\$14,600	\$14,600	2024
Danang Foundation Corp	NY	\$218,974	President	\$45,600	\$41,193	2024
Won Buddhism Of The Usa Inc	MD	\$218,674	President	\$7,200	\$6,729	2024
The Center For Contemplative	CO	\$363,705	Executive Di	\$100,008	\$95,866	2024
Palbar Ling Center	CA	\$206,296	President	\$6,000	\$5,179	2024
Phap Van Monastery	TX	\$196,351	President	\$6,000	\$6,000	2024
An Lac Hanh Temple Inc	FL	\$195,691	Nguyen	\$15,000	\$14,087	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Durango Sangha	CO	\$194,469	Director, Dharma Teacher	\$42,667	\$40,900	2024
Dharmadatta Community	NY	\$194,055	President	\$24,398	\$22,040	2024
Meditation Center Of Texas	TX	\$383,409	Secretary	\$15,600	\$15,600	2024
Dharma Ocean Foundation	CO	\$391,743	Executive Di	\$19,044	\$18,255	2024
Hua Zang Buddhist Institute	CA	\$404,747	Cfo	\$4,500	\$3,885	2024
Everyday Zen Inc	CA	\$409,215	President	\$142,700	\$123,183	2024
Dieu Nhan Buddhist Med Ass Inc	CA	\$425,350	President	\$6,000	\$5,332	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 23 organizations. Compensation range \$3,885–\$123,183; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$287,822); for reference, expenses \$274,688 and assets \$2,904,768.

ROLE MATCH Gala Tulku Rinpoche, reported title *"Director"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	74 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 (Gala Tulku Rinpoche) 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 13, 2026, comparing compensation against 23 similarly situated organizations (Same NTEE sector (X50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,200 is reasonable (approximately the 74th 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 13, 2026.