

# Hua Zang Buddhist Institute

Executive Director / CEO

EIN 475424608

CA · NTEE X50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shu-hui Chiang, Executive Director / CEO** (\$4,500) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Shu-hui Chiang — reported title “CFO”, 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).

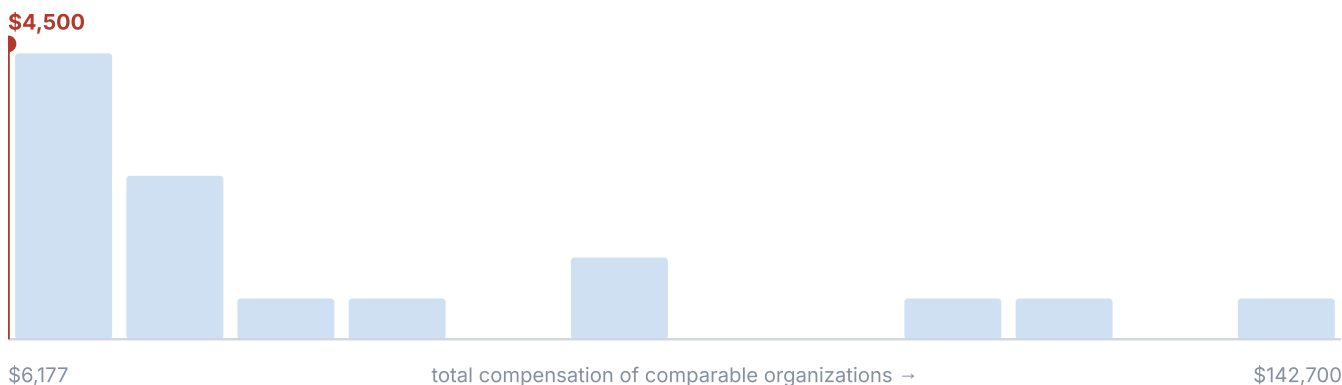
**BUDGET** Total revenue between \$271,180 and \$607,120 — 0.67x to 1.50x the subject's \$404,747 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X50), nationwide + budget 0.67–1.5x revenue.

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

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,144

\$13,037

\$20,069

\$62,744

\$104,652

**\$4,500**



## ■ 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="#">Everyday Zen Inc</a>	CA	\$409,215	President	\$142,700	<b>\$142,700</b>	2024
<a href="#">Dharma Ocean Foundation</a>	CO	\$391,743	Executive Di	\$19,044	<b>\$21,147</b>	2024
<a href="#">Dieu Nhan Buddhist Med Ass Inc</a>	CA	\$425,350	President	\$6,000	<b>\$6,177</b>	2023
<a href="#">Meditation Center Of Texas</a>	TX	\$383,409	Secretary	\$15,600	<b>\$18,072</b>	2024
<a href="#">The Center For Contemplative</a>	CO	\$363,705	Executive Di	\$100,008	<b>\$111,054</b>	2024
<a href="#">Vien An Buddhist Association</a>	MD	\$452,794	President	\$6,560	<b>\$7,313</b>	2023
<a href="#">Mp Prajna Buddhist Mission Inc</a>	CA	\$459,616	President	\$67,600	<b>\$69,597</b>	2023
<a href="#">Cambridge House For Inner Peace Inc</a>	MA	\$333,993	Former Executive Director	\$97,926	<b>\$101,908</b>	2024
<a href="#">Buta Buddhism Research Center</a>	CA	\$304,544	President & Ceo	\$8,500	<b>\$8,500</b>	2024
<a href="#">Lone Star Buddhist Meditation Center Inc</a>	TX	\$303,863	Head Monk	\$22,000	<b>\$26,239</b>	2023
<a href="#">Drepung Loseling Institute Of Texas</a>	TX	\$287,822	Director	\$31,200	<b>\$36,143</b>	2024
<a href="#">The Sangha Bhiksu Budhist Association Inc</a>	GA	\$524,195	Secretary	\$14,400	<b>\$16,768</b>	2024
<a href="#">Wong Tai-sen Center</a>	CA	\$284,118	President	\$12,000	<b>\$12,354</b>	2023
<a href="#">Diamond Cutter Classics</a>	AZ	\$273,905	President	\$36,789	<b>\$42,184</b>	2023
<a href="#">Kumbum Chamtse-ling Inc</a>	IN	\$552,629	President	\$12,000	<b>\$15,087</b>	2023
<a href="#">Houston Zen Community</a>	TX	\$573,377	Head Priest	\$58,812	<b>\$70,142</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tu Vien Giac Hai</a>	MN	\$587,866	President	\$9,600	<b>\$10,985</b>	2024
<a href="#">Dhammachai Foundation</a>	IL	\$601,814	Treasurer	\$16,680	<b>\$18,991</b>	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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>18</b> organizations. Compensation range \$6,177–\$142,700; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$404,747); for reference, expenses \$116,986 and assets \$3,834,542. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Shu-hui Chiang, reported title " <i>CFO</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	<b>0<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>0<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>6<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>0<sup>th</sup></b>

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

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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 (Shu-hui Chiang) 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 18 similarly situated organizations (Same NTEE sector (X50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,500 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.