

For The Need Foundation

Executive Director / CEO

EIN 810657985
 CA · NTEE P30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dorina Timbol, Executive Director / CEO** (\$146,474) 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 **100th** percentile of comparable organizations above the 90th percentile — board review recommended

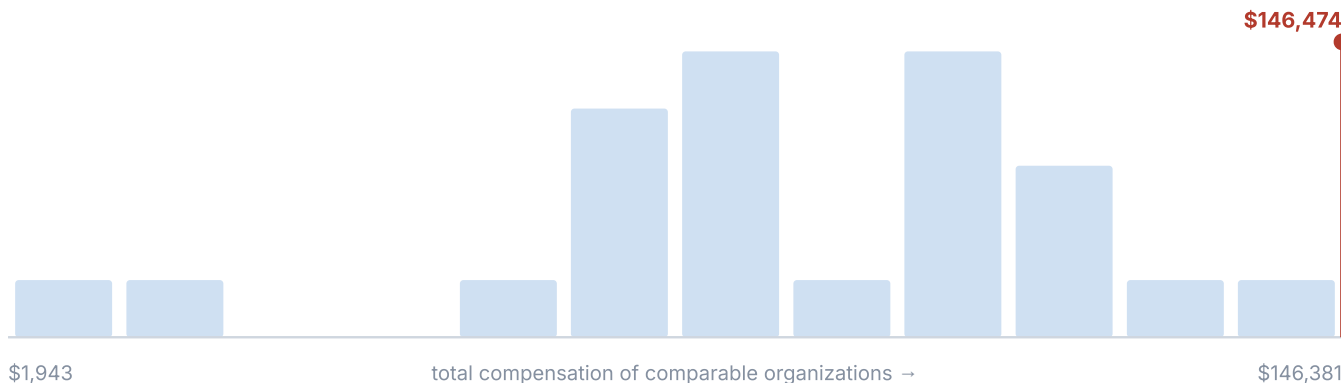
Benchmarked executive: Dorina Timbol — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$321,610 and \$720,024 — 0.67x to 1.50x the subject's \$480,016 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30) + CA + 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



\$61,730	\$66,427	\$82,750	\$104,935	\$119,802	\$146,474
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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
Million Little	CA	\$502,466	Executive Director	\$65,900	\$62,359	2025
Partnership For Children	CA	\$508,497	Executive Dir.	\$87,423	\$87,423	2023
Friendship Circle Sd Inc	CA	\$509,238	Executive Dir.	\$104,411	\$101,415	2024
Raisinghope Inc	CA	\$440,598	Executive Dir.	\$82,750	\$82,750	2023
Friends Of Camp Natoma Inc	CA	\$524,955	Executive Director	\$104,969	\$104,969	2023
Forget Me Not Childrens Services	CA	\$422,423	Executive Dir.	\$101,912	\$98,988	2024
Crickets Hope Inc	CA	\$420,098	Executive Dir.	\$69,858	\$67,854	2024
Oncology And Kids Inc	CA	\$411,399	President & Ceo	\$65,000	\$65,000	2023
Chrysalis House Inc	CA	\$550,812	Executive Dir.	\$118,795	\$112,413	2025
Daisys House	CA	\$402,839	President	\$2,000	\$1,943	2024
Children's Institute Of Watts	CA	\$383,797	President	\$61,573	\$61,573	2023
Project Night Night	CA	\$580,125	Executive Director	\$126,000	\$126,000	2023
Closegap	CA	\$581,382	President/ceo	\$150,705	\$146,381	2024
Magnolia Counseling	CA	\$375,501	President	\$123,850	\$120,297	2024
Campaign For Children And Families	CA	\$374,666	Secretary	\$80,643	\$78,329	2024
Childrens Book Project	CA	\$370,560	Board Member	\$21,245	\$21,245	2023
Worthy Of Love	CA	\$369,020	President	\$83,000	\$80,619	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Association For Child Aid	CA	\$365,647	President	\$65,000	\$63,135	2024
Teen Esteem	CA	\$669,470	Ceo	\$124,513	\$117,823	2025
Foster Nation	CA	\$671,256	Executive Director	\$103,000	\$100,045	2024
Help One Child Mission To Children At Risk	CA	\$695,215	Executive Director	\$82,528	\$80,160	2024
Casa Of Kings County Inc	CA	\$700,563	Executive Dir.	\$85,118	\$82,676	2024
Rebuild California Alliance	CA	\$702,164	President	\$108,000	\$104,901	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 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	23 organizations. Compensation range \$1,943–\$146,381; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,016); for reference, expenses \$379,596 and assets \$406,667.
ROLE MATCH	Dorina Timbol, reported title " <i>EXECUTIVE DIRECTOR</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	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	100 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	96 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 (Dorina Timbol) 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 23 similarly situated organizations (Same NTEE sector (P30) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,474 is reasonable (approximately the 100th 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.