

Center For Healthy Development

Executive Director / CEO

EIN 813587863

VA · NTEE E12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cristian C Baeza, Executive Director / CEO** (\$92,232) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

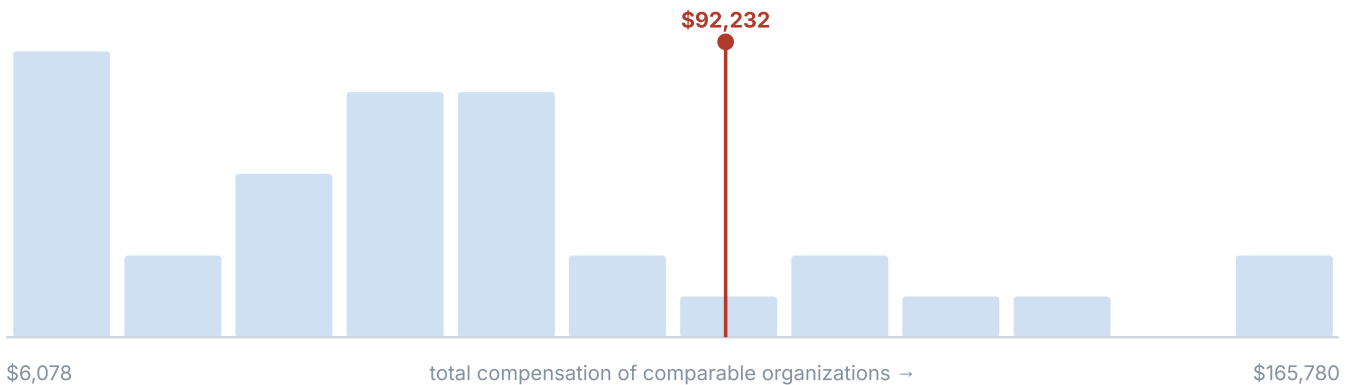
Benchmarked executive: Cristian C Baeza — reported title “CEO/PRESIDENT/TREASURER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E12).
BUDGET	Total revenue between \$200,277 and \$448,381 — 0.67x to 1.50x the subject's \$298,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,811	\$29,226	\$56,281	\$77,061	\$113,403	\$92,232
----------	----------	----------	----------	-----------	----------



● 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 VA 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
Anderson Hospital Foundation	IL	\$303,645	Director	\$54,685	\$55,680	2024
The Julie Fund Inc	MA	\$293,973	Executive Di	\$60,000	\$55,841	2024
Westfields Hospital Foundation Inc	MN	\$293,816	Director & President	\$64,799	\$68,272	2023
Giving Is A Family Tradition	MO	\$292,945	Executive Di	\$42,000	\$46,072	2024
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$79,990	2024
The Yaya Foundation For 4h Leukodystrophy	MN	\$284,117	Executive Director	\$150,000	\$153,506	2024
Imperial Valley Wellness Foundation	CA	\$314,537	Executive Director	\$128,140	\$111,644	2025
Saint Alphonsus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$18,018	2023
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$56,746	2024
The Chandler Project Inc	AR	\$320,872	President	\$70,500	\$84,497	2023
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$59,538	2024
Beacon Hill Foundation	MI	\$330,185	President & Ceo & Trustee	\$24,270	\$25,945	2024
Chris Norton Foundation	IA	\$260,949	Executive Director	\$14,400	\$16,330	2024
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$63,201	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Margaux's Miracle Foundation Inc	FL	\$339,435	Executive Director	\$63,312	\$61,599	2024
Hillcrest Health Foundation	TX	\$250,580	Dir/interim Pres/ceo (Thru 1/5)	\$35,499	\$36,777	2024
Erie Cancer And Wellness Foundation	PA	\$352,673	Executive Dir.	\$5,885	\$6,078	2024
The Transcend Foundation Inc	MI	\$361,083	Secretary	\$125,875	\$138,535	2023
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$60,963	2024
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$10,421	2024
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$87,271	2024
Kansas Dental Charitable Foundation	KS	\$376,412	Executive Director	\$7,099	\$8,178	2023
Augustana Care Foundation	MN	\$376,914	President/ceo	\$108,350	\$114,157	2023
Pink Warrior Advocates	TX	\$379,157	Director Of Programs	\$48,000	\$51,197	2023
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$27,779	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **34** organizations. Compensation range \$6,078–\$165,780; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$298,921); for reference, expenses \$371,106 and assets \$231,422.
ROLE MATCH	Cristian C Baeza, reported title " <i>CEO/PRESIDENT/TREASURER</i> ", 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	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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	56 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 (Cristian C Baeza) 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 34 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,232 is reasonable (approximately the 82nd 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.