

An Lac Hanh Temple Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **My Hanh Thi, Executive Director / CEO** (\$15,000) 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 **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: My Hanh Thi — reported title “NGUYEN”, 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).

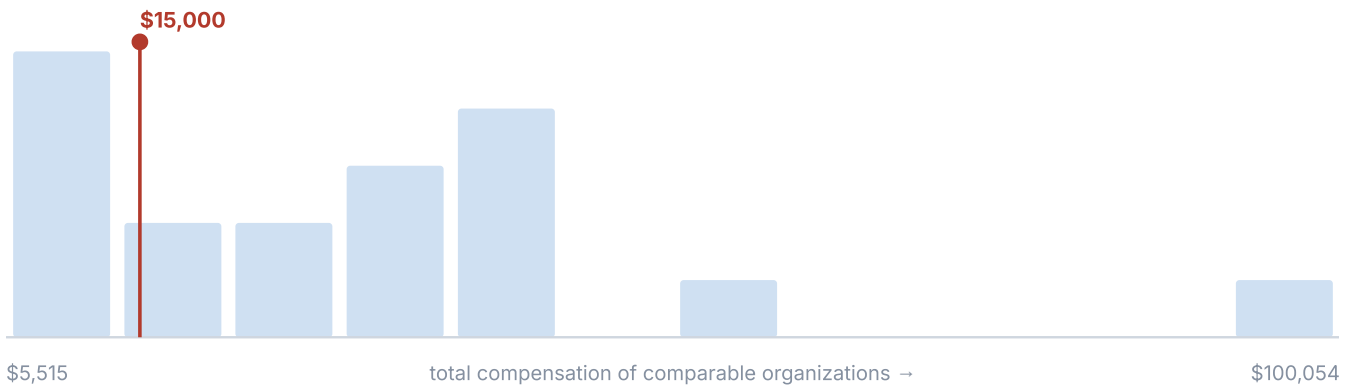
BUDGET Total revenue between \$131,112 and \$293,536 — 0.67x to 1.50x the subject's \$195,691 (the band tightens as size grows).

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



\$6,932	\$11,987	\$29,040	\$40,607	\$46,712	\$15,000
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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 FL 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
Phap Van Monastery	TX	\$196,351	President	\$6,000	\$6,389	2024
Durango Sangha	CO	\$194,469	Director, Dharma Teacher	\$42,667	\$43,551	2024
Dharmadatta Community	NY	\$194,055	President	\$24,398	\$23,468	2024
Kevala Retreat	WI	\$187,418	President & Resident Teacher	\$90,000	\$100,054	2024
Palbar Ling Center	CA	\$206,296	President	\$6,000	\$5,515	2024
Midwest Dharma Wheel Contemplative	NE	\$173,125	President	\$36,000	\$41,217	2024
Won Buddhism Of The Usa Inc	MD	\$218,674	President	\$7,200	\$7,165	2024
Danang Foundation Corp	NY	\$218,974	President	\$45,600	\$43,862	2024
Tu Hieu Buddhist Temple	TX	\$232,821	Buddhist/president	\$14,600	\$15,546	2024
Lien Hoa Tu	CA	\$242,753	Ceo	\$9,600	\$9,085	2023
Santa Monastery	CO	\$248,734	President	\$30,000	\$30,621	2024
San Francisco Buddhist Center Triratna	CA	\$137,505	Center Directort	\$37,500	\$33,581	2025
Institute For Zen Leadership	WI	\$133,366	President And Treasurer	\$48,000	\$53,362	2024
Soto Zen Buddhism International Center	CA	\$266,197	President	\$15,500	\$13,880	2025
The Korinji Foundation	WI	\$269,299	President	\$24,700	\$27,459	2024
Diamond Cutter Classics	AZ	\$273,905	President	\$36,789	\$38,775	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wong Tai-sen Center	CA	\$284,118	President	\$12,000	\$11,356	2023
Drepung Loseling Institute Of Texas	TX	\$287,822	Director	\$31,200	\$33,222	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	18 organizations. Compensation range \$5,515–\$100,054; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$195,691); for reference, expenses \$189,749 and assets \$419,626.
ROLE MATCH	My Hanh Thi, reported title "NGUYEN", 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	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	33rd
Total compensation (D + F), as reported (no adjustments)	33rd
Reportable pay only (column D), adjusted	39th
All sources (D + E + F), adjusted	33rd

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 (My Hanh Thi) 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 \$15,000 is reasonable (approximately the 33rd 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.