

Housing Equity & Advocacy Resource Team

Executive Director / CEO

EIN 825280771

CA · NTEE P40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dianne Prado, Executive Director / CEO** (\$56,405) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

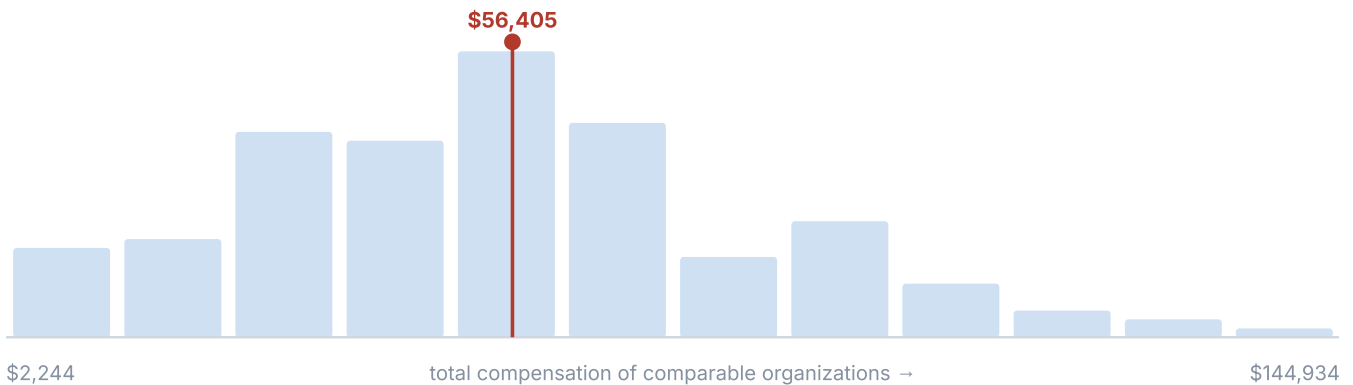
Benchmarked executive: Dianne Prado — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$162,686 and \$364,222 — 0.67x to 1.50x the subject's \$242,815 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

156 organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,030	\$34,006	\$53,770	\$71,060	\$92,786	\$56,405
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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
First Choice Pregnancy Services	MN	\$242,966	Exec. Direct	\$60,000	\$66,689	2024
Of Home Family And Future Inc	NY	\$242,973	Executive Dir.	\$125,000	\$130,809	2023
Rainbow Family Inc	CA	\$241,277	Cfo	\$15,300	\$14,861	2024
Cultivating Culturally Competent Clinicians Inc	CA	\$240,573	Officer	\$34,014	\$34,014	2023
Marys Choice Rva	VA	\$245,556	President	\$65,500	\$71,139	2024
Friends Of Madison Youth Inc	CT	\$246,110	Executive Director	\$64,514	\$70,051	2023
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$13,166	2024
On Your Feet Foundation	IL	\$246,748	Executive Di	\$25,833	\$28,568	2024
Iron Bell Ministries Inc	KY	\$238,706	Director/ministry Director	\$40,545	\$50,446	2023
Urban Neighborhood Educational Technology For You Inc	NY	\$238,665	Executive Director	\$70,000	\$71,151	2024
Greater Philadelphia Tabernacle Of David	PA	\$238,092	Director Board Chairm	\$2,000	\$2,244	2024
Thriving Together Tn Inc	TN	\$237,327	Executive Director	\$29,500	\$33,981	2025
Family Impact Center	MI	\$235,735	Pantry Direc	\$80,000	\$92,883	2024
Birth To Five Incorporated	IN	\$249,916	Executive Director	\$38,483	\$46,998	2023
You Yes You Project Inc	IN	\$235,142	Executive Director	\$74,231	\$90,655	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Idaho Hunger Relief Task Force Inc	ID	\$233,512	Executive Di	\$56,513	\$69,621	2023
Marys Helping Hands	IA	\$233,012	Client Operations Coordinator	\$14,715	\$18,659	2023
Maryland Diaper Bank	MD	\$252,747	Executive Director	\$6,750	\$7,308	2023
Tea	MI	\$232,623	Executive Di	\$79,832	\$92,688	2024
Families Of Character	CO	\$253,012	Ceo	\$98,280	\$106,004	2024
Quakerdale	IA	\$254,183	Executive Director	\$42,009	\$51,740	2024
New Beginnings Family Services	MN	\$231,308	Exec. Director	\$46,864	\$52,088	2024
Chalfonte Foundation	MI	\$254,444	Ceo/president	\$24,000	\$27,864	2024
December 5th Fund	MO	\$255,064	President And Executive Director	\$64,423	\$79,020	2023
National Parents Organization Inc	MA	\$256,249	Director Of Operations	\$101,676	\$102,775	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 156 organizations. Compensation range \$2,244–\$144,934; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$242,815); for reference, expenses \$403,587 and assets \$85,119. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dianne Prado, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	54 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	53 rd

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 (Dianne Prado) 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 156 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,405 is reasonable (approximately the 54th 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.