

This analysis benchmarks the total compensation of **Tenie Khachiki, Executive Director / CEO** (\$2,800) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E99).

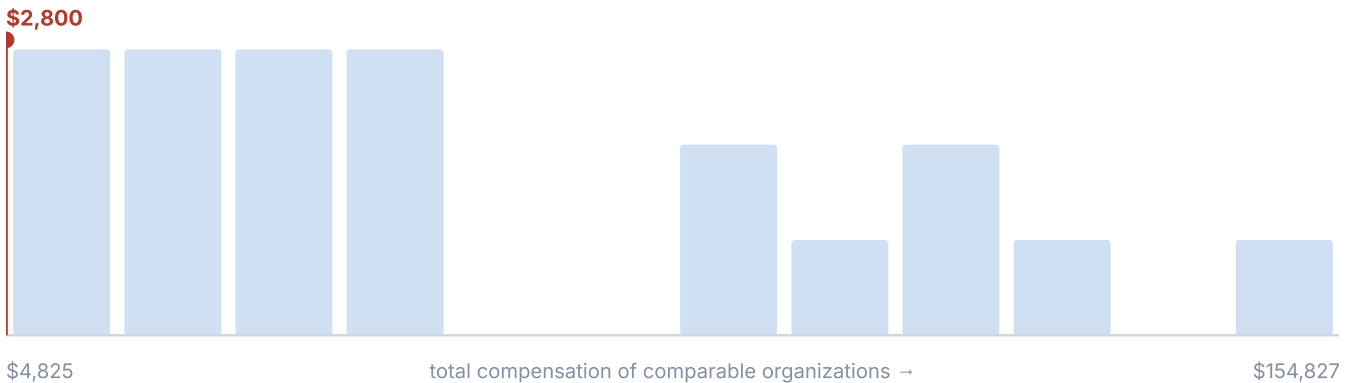
BUDGET Total revenue between \$94,380 and \$211,299 — 0.67x to 1.50x the subject's \$140,866 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,308	\$27,029	\$50,617	\$94,812	\$113,525	\$2,800
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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
Crossroads Community Supported Healthcare Inc	NM	\$146,157	—	\$102,130	\$123,561	2024
470 Pleasant Street Holdings Company	MA	\$150,000	President/ceo	\$21,408	\$22,279	2023
Honor Service Dogs Inc	NC	\$151,549	Executive Director	\$23,757	\$28,428	2023
Academy Of Medicine Education Foundation	OH	\$126,484	Executive Director	\$4,050	\$4,825	2024
Guru Ram Das Center For Medicine	NM	\$155,578	Executive Di	\$43,277	\$52,358	2024
Mercy Health Foundation Of Southeastern	PA	\$118,216	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	\$85,545	2023
Treatment Trends Foundationinc	PA	\$115,635	Executive Director	\$34,272	\$38,445	2024
Minnesota Rural Health Association	MN	\$172,873	Exec Director	\$35,400	\$40,509	2023
Chime Education Foundation	MI	\$106,226	President & Ceo	\$94,461	\$109,673	2024
Power To Save A Life Inc	MN	\$105,552	President	\$46,252	\$51,408	2024
Floyd Healthcare Resources Inc	GA	\$177,680	Svp And Cor.	\$76,838	\$89,472	2023
Idaho Alliance Of Leaders In Nursinginc	ID	\$102,855	Executive Dir.	\$14,375	\$17,202	2024
Beth Israel Deaconess Department Of	MA	\$100,841	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$111,016	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Get In Touch Foundation Inc	CT	\$184,444	Exec Directo	\$24,300	\$25,629	2024
Greater Rome Affiliates Inc	NY	\$95,576	Ceo	\$12,528	\$12,734	2024
Turning Point Seattle DbA Canopy	WA	\$194,170	Executive Director	\$99,447	\$100,152	2024
Greene County Rural Health Network Inc	NY	\$200,278	Executive Director	\$37,080	\$37,690	2024
Asian Health Foundation Inc	NJ	\$200,315	Ex Director	\$50,400	\$50,617	2024
Wong-baker Faces Foundation	OK	\$206,444	Director	\$125,000	\$154,827	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	19 organizations. Compensation range \$4,825–\$154,827; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$140,866); for reference, expenses \$151,591 and assets \$13,673.
ROLE MATCH	Tenie Khachiki, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	0 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 (Tenie Khachiki) 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 19 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,800 is reasonable (approximately the 0th 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.