

# Tearfund Usa Inc

Executive Director / CEO

EIN 831116586

MD · NTEE P20

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Valle, Executive Director / CEO** (\$120,115) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

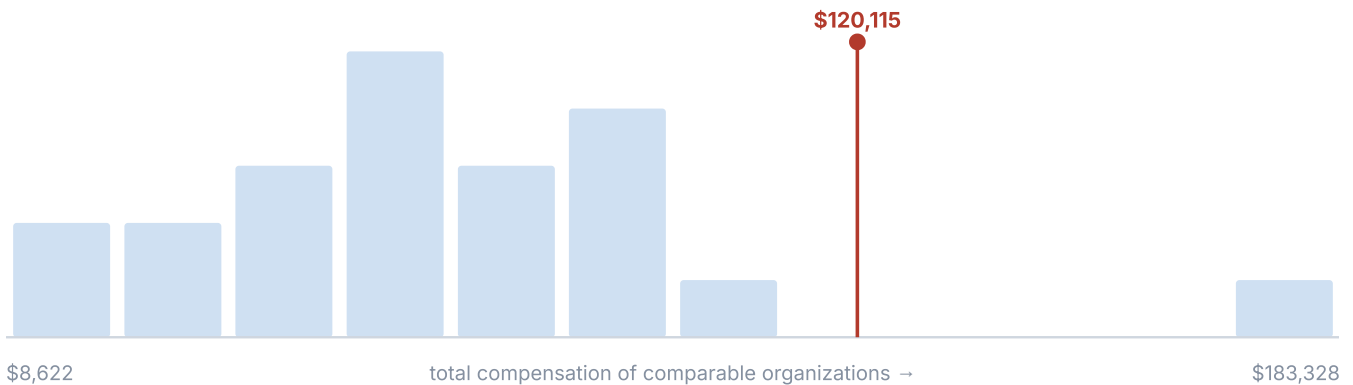
**Benchmarked executive:** Daniel Valle — reported title “EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$322,613 and \$722,268 — 0.67x to 1.50x the subject's \$481,512 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MD + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,108	\$46,191	\$62,630	\$82,830	\$91,868	<b>\$120,115</b>
----------	----------	----------	----------	----------	------------------



## ● 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 MD 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
<a href="#">No Struggle No Success Inc</a>	MD	\$500,620	President & Ceo	\$61,016	<b>\$62,630</b>	2024
<a href="#">Chesapeake Voyagers Inc</a>	MD	\$502,646	Executive Director	\$83,945	<b>\$86,166</b>	2024
<a href="#">Boundless Expectations Inc</a>	MD	\$459,857	Director And President	\$45,000	<b>\$46,191</b>	2024
<a href="#">Community Engagement &amp; Consultation Group Inc</a>	MD	\$437,841	Chief Finance Officer	\$8,400	<b>\$8,622</b>	2024
<a href="#">Historically Black Colleges And Universities Wrestling Initiative</a>	MD	\$433,143	Executive Director	\$178,602	<b>\$183,328</b>	2024
<a href="#">Baltimore Action Legal Team Inc</a>	MD	\$430,058	Executive Director	\$68,000	<b>\$71,861</b>	2023
<a href="#">Chris Wilson Foundation</a>	MD	\$544,727	Chairman	\$106,509	<b>\$109,327</b>	2024
<a href="#">Dxt Therapeutic Foundation Inc</a>	MD	\$557,378	President & Ceo	\$69,747	<b>\$71,592</b>	2024
<a href="#">African Women's Cancer Awareness Association Inc</a>	MD	\$392,297	President	\$60,000	<b>\$63,407</b>	2023
<a href="#">Frostburg First - A Maryland Main St Community Inc</a>	MD	\$382,384	Director	\$49,680	<b>\$49,680</b>	2025
<a href="#">Wetati Academy Inc</a>	MD	\$360,093	Founder, President, Ceo	\$89,500	<b>\$91,868</b>	2024
<a href="#">Stellas Girls Inc</a>	MD	\$358,729	Ceo	\$80,695	<b>\$82,830</b>	2024
<a href="#">Columbia Community Care</a>	MD	\$616,919	Executive Director	\$85,000	<b>\$89,826</b>	2023
<a href="#">Children In Need Inc</a>	MD	\$341,231	Executive Director	\$55,000	<b>\$56,455</b>	2024
<a href="#">Churches For Streets Of Hope Inc</a>	MD	\$340,035	Dir. Of Oper	\$57,359	<b>\$58,877</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Luna Family Support Services Inc</a>	MD	\$340,004	Executive Director	\$72,000	<b>\$76,088</b>	2023
<a href="#">Compassion For Life Corporation</a>	MD	\$336,355	President & Ceo	\$52,500	<b>\$55,481</b>	2023
<a href="#">Brown Girl Wellness Incorporated</a>	MD	\$333,317	Director	\$12,000	<b>\$12,318</b>	2024
<a href="#">Prepare Inc</a>	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	<b>\$44,929</b>	2024
<a href="#">Daniel Carl Torsch Foundation Inc</a>	MD	\$653,762	Executive Director	\$26,520	<b>\$27,222</b>	2024
<a href="#">Love Lived Charity Inc</a>	MD	\$688,925	Director	\$24,705	<b>\$26,108</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 21 organizations. Compensation range \$8,622–\$183,328; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$481,512); for reference, expenses \$479,025 and assets \$188,268.

**ROLE MATCH** Daniel Valle, reported title "*EXECUTIVE OFFICER*", benchmarked as Executive Director / CEO. The title maps directly to this 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</sup>

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 (Daniel Valle) 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 21 similarly situated organizations (Same NTEE sector (P20) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,115 is reasonable (approximately the 95<sup>th</sup> 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.