

Second Day Impact Inc

Executive Director / CEO

EIN 833116346
 MA · NTEE P99
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Jorge Mendez, Executive Director / CEO** (\$81,519) against **every comparable organization** that fit the selection criteria — **193** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

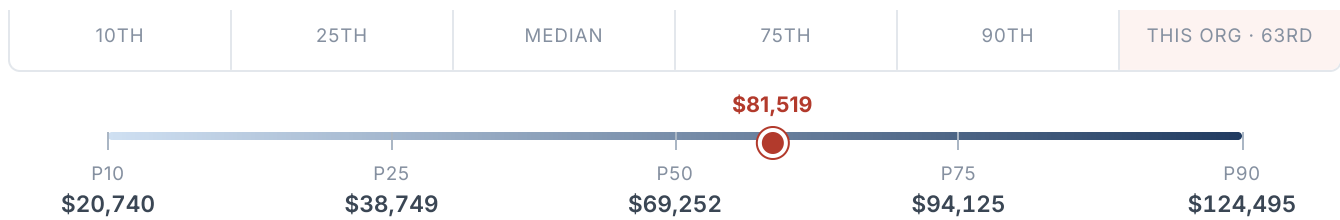
| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (P99). |
| BUDGET | Total revenue between \$265,632 and \$594,700 — 0.67x to 1.50x the subject's \$396,467 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue. |

193 organizations qualified on sector, size, and geography → **193** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$20,740 | \$38,749 | \$69,252 | \$94,125 | \$124,495 | \$81,519 |
|----------|----------|----------|----------|-----------|----------|



● 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 MA 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 |
|---|-------|-----------|--------------------------------------|-----------------|------------------|------|
| Maine Veterans Project | ME | \$396,627 | President | \$21,000 | \$23,401 | 2024 |
| Central Urban Development Inc | OK | \$394,390 | Executive Di | \$60,545 | \$74,190 | 2024 |
| Live Healthy Havana Inc | FL | \$398,768 | Program Manager | \$64,750 | \$67,690 | 2024 |
| St Vincent Depaul Society Of Kiel Inc | WI | \$393,111 | Store Manager | \$45,454 | \$52,826 | 2024 |
| Pennsylvania Statewide Independent | PA | \$399,890 | Executive Di | \$100,159 | \$111,151 | 2024 |
| Love Inc Of The Cedar Valley | IA | \$392,779 | Executive Director | \$54,000 | \$65,797 | 2024 |
| Outrageous Love Inc | OK | \$400,675 | President | \$56,008 | \$68,630 | 2024 |
| Us Land Conservancy Inc | LA | \$400,927 | President | \$70,000 | \$85,776 | 2024 |
| Regenerate Your Authentic | FL | \$401,571 | Director/pre | \$37,500 | \$39,203 | 2024 |
| Kitka Inc | CA | \$390,469 | Ex Dir Trustee Kitka Member | \$82,741 | \$79,508 | 2024 |
| Rising Lights Project | IL | \$402,832 | Executive Director | \$60,000 | \$65,642 | 2024 |
| Womens Society Of Cyberjutsu | VA | \$390,038 | Ceo, Founding Board Member, Security | \$18,000 | \$19,341 | 2024 |
| Hands On New Orleans | LA | \$403,111 | Executive Director | \$82,878 | \$101,556 | 2024 |
| Lifenet Inc | NJ | \$388,499 | Executive Director | \$128,709 | \$131,659 | 2023 |
| Integrated Renewal | WA | \$388,472 | Director | \$140,519 | \$140,001 | 2024 |
| Awareness Into Domestic Abuse | CA | \$405,838 | Executive Director | \$3,125 | \$3,003 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Paraklesis Inc | MI | \$386,137 | Executive Director | \$57,444 | \$65,981 | 2024 |
| Impact Compassion Center | WA | \$406,858 | Executive Dir. | \$81,081 | \$80,782 | 2024 |
| San Pedro Recovery Alliance | CA | \$407,250 | Executive Director | \$71,021 | \$68,246 | 2024 |
| Standupgirlcom Foundation Inc | OR | \$410,718 | Executive Dir. | \$88,972 | \$94,662 | 2023 |
| God's Pantry Ministry | CO | \$411,267 | Board Member | \$3,900 | \$4,162 | 2024 |
| Love Beyond Walls Inc | GA | \$381,216 | Executive Director | \$60,000 | \$69,118 | 2023 |
| Jia Missions | VA | \$412,236 | President | \$9,600 | \$10,315 | 2024 |
| Olohana Inc | HI | \$412,566 | Executive Di | \$58,234 | \$58,020 | 2024 |
| Twu Local 100 Widows & Orphans Fund | NY | \$380,217 | President | \$5,715 | \$5,917 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 | 193 organizations. Compensation range \$842–\$615,089; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$396,467); for reference, expenses \$524,169 and assets \$57,273. |
| ROLE MATCH | Jorge Mendez, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

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 | 63 rd |
| Total compensation (D + F), as reported (no adjustments) | 70 th |
| Reportable pay only (column D), adjusted | 59 th |
| All sources (D + E + F), adjusted | 59 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 (Jorge Mendez) 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 10, 2026, comparing compensation against 193 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,519 is reasonable (approximately the 63rd 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 10, 2026.