



● 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
Allies Inc	IN	\$227,662	Executive Di	\$60,830	\$74,289	2023
Center For Growth And Opportunity	UT	\$227,736	President	\$143,888	\$165,652	2024
Third Day Missions Inc	NY	\$227,765	Executive Director	\$23,800	\$24,906	2023
Connect Ministries	WA	\$227,919	Executive Di	\$45,432	\$45,754	2024
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$28,961	2023
Us Diplomatic Studies Foundation	AZ	\$226,075	President	\$43,927	\$47,520	2024
Guatemala Human Rights Commission U S A	DC	\$226,075	Advocacy Director	\$61,919	\$62,925	2023
Open Institute International Inc	DC	\$228,190	Chairman	\$66,800	\$67,885	2023
The Mooncatcher Project Inc	NY	\$228,334	Executive Director	\$36,200	\$36,795	2024
American Medical Institute Inc	TX	\$225,800	Director/manager	\$55,207	\$62,119	2024
American Friends Of Emek Beracha In	NY	\$225,751	President	\$21,260	\$21,053	2025
Building Together Inc	NY	\$225,539	President	\$12,000	\$12,558	2023
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$77,977	2024
Warren Majengo Foundation	PA	\$228,965	Executive Director	\$14,300	\$16,515	2023
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$105,770	2025
Earth Citizens Organization	AZ	\$229,159	Director, Vice President	\$18,000	\$19,473	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Kaifa Group Inc	NY	\$224,787	Director	\$20,400	\$21,348	2023
Every Life Inc	CO	\$229,440	Ceo Executive Director	\$34,350	\$37,050	2024
Ruel Foundation Usa	CA	\$229,495	Board Member	\$5,401	\$5,246	2024
Aguaclara Reach Inc	NY	\$224,320	Director	\$86,121	\$87,537	2024
Hands Of Hope	SC	\$223,889	President	\$22,864	\$26,831	2024
Policy And Economic Research	NC	\$230,371	President	\$66,875	\$80,023	2023
Women's Federation For World Peace	NY	\$230,561	Director & Intl. Vice Pres	\$40,000	\$41,859	2023
All Things New Inc	FL	\$223,630	Formerpresident	\$36,667	\$38,746	2024
Israel Team Advocates International Inc	AL	\$230,832	President And Ceo	\$150,000	\$182,283	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	469 organizations. Compensation range \$753–\$285,575; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$227,106); for reference, expenses \$163,047 and assets \$167,272.
ROLE MATCH	Daisy Rosales, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	64 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	61 st

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 (Daisy Rosales) 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 469 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,173 is reasonable (approximately the 64th 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.