

Helping Hands United Incorporated

Executive Director / CEO

EIN 844834261

CA · NTEE L20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Daniel Beardsley, Executive Director / CEO** (\$4,300) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Daniel Beardsley — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

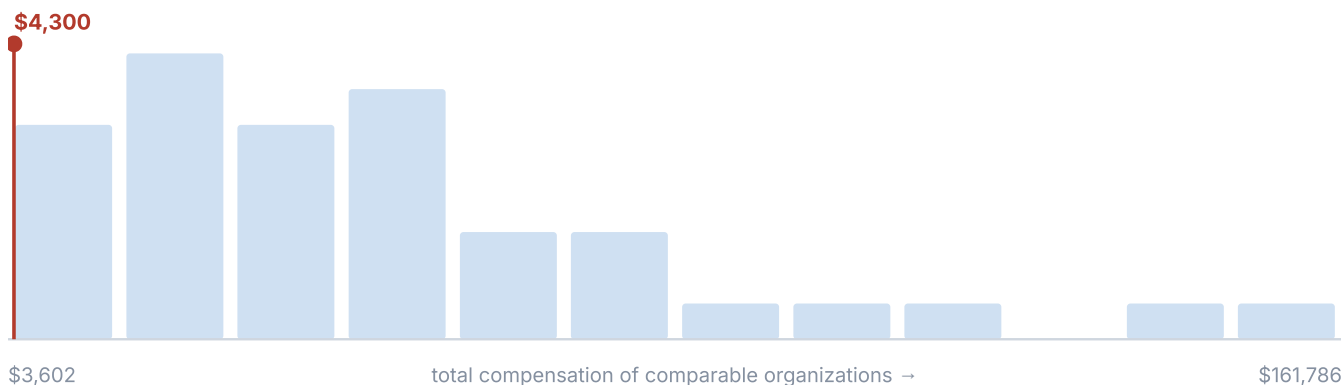
BUDGET Total revenue between \$177,043 and \$396,366 — 0.67x to 1.50x the subject's \$264,244 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20) + CA + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,520

\$22,806

\$40,111

\$62,457

\$89,860

\$4,300



■ 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
Mill Creek Apartments	CA	\$263,192	Secretary/treasurer	\$39,437	\$39,437	2024
Ecology House Inc	CA	\$259,749	President	\$21,418	\$21,418	2024
Edenhope Villa Esperanza Inc	CA	\$259,493	President	\$39,896	\$39,896	2024
Neighborhood Housing Renewal Corp li	CA	\$259,011	Secretary, Treasurer	\$26,376	\$27,155	2023
Housing Alternatives Inc	CA	\$258,573	President & Ceo	\$138,000	\$138,000	2024
Affordable Housing Paso Robles	CA	\$257,029	President	\$40,325	\$40,325	2024
San Joaquin Valley Housing Collaborative	CA	\$249,665	Executive Dir.	\$26,183	\$26,956	2023
Office Of People	CA	\$247,998	Ceo	\$12,898	\$12,898	2024
Unseen Heroes For Creative Communit	CA	\$247,521	Executive Director	\$24,500	\$25,224	2023
Parker Street Foundation	CA	\$286,001	Secretary Treasurer	\$4,488	\$4,488	2024
Crossroads Village Mutual Housing	CA	\$238,420	Director	\$5,430	\$5,290	2025
Church Street Housing Inc	CA	\$290,424	President	\$45,067	\$45,067	2024
Mid-peninsula Colma Ridge Inc	CA	\$293,405	Cfo / Assistant Secretary	\$77,467	\$77,467	2024
Alvarez Court Inc	CA	\$234,805	Ceo	\$47,732	\$49,142	2023
Cdla Inc	CA	\$298,739	President	\$43,669	\$44,959	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ford Road Supportive Housing Inc	CA	\$220,641	President	\$43,669	\$44,959	2023
Rainbow Horizons	CA	\$311,306	President & Ceo Of New Horizons	\$8,068	\$8,306	2023
Stoney Pinecharities Housing Corp	CA	\$311,730	President (Thru 12/24)	\$51,561	\$51,561	2024
Dela Vina Housing Inc	CA	\$212,068	Executive Director	\$3,602	\$3,602	2024
Glendale Housing Corporation	CA	\$210,867	Chief Executive Officer	\$61,000	\$62,802	2023
Site K Inc	CA	\$210,341	President	\$45,067	\$45,067	2024
Community Home Builders And Associates	CA	\$319,711	President	\$63,791	\$63,791	2024
Muirfield Apartments Inc	CA	\$204,366	Secretary/treasurer	\$37,437	\$38,543	2023
Mid-peninsula San Pedro Inc	CA	\$202,686	Cfo / Assistant Secretary	\$77,467	\$77,467	2024
Mid-peninsula Coastside Inc	CA	\$327,693	Cfo / Assistant Secretary	\$59,660	\$61,422	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 38 organizations. Compensation range \$3,602–\$161,786; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$264,244); for reference, expenses \$205,793 and assets \$346,551.

ROLE MATCH	Daniel Beardsley, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	68 th
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 (Daniel Beardsley) 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 38 similarly situated organizations (Same NTEE sector (L20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,300 is reasonable (approximately the 3rd 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.