

Desc Hobson Clinic Qalich

Executive Director / CEO

EIN 850509765

WA · NTEE P11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Malone, Executive Director / CEO** (\$28,556) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

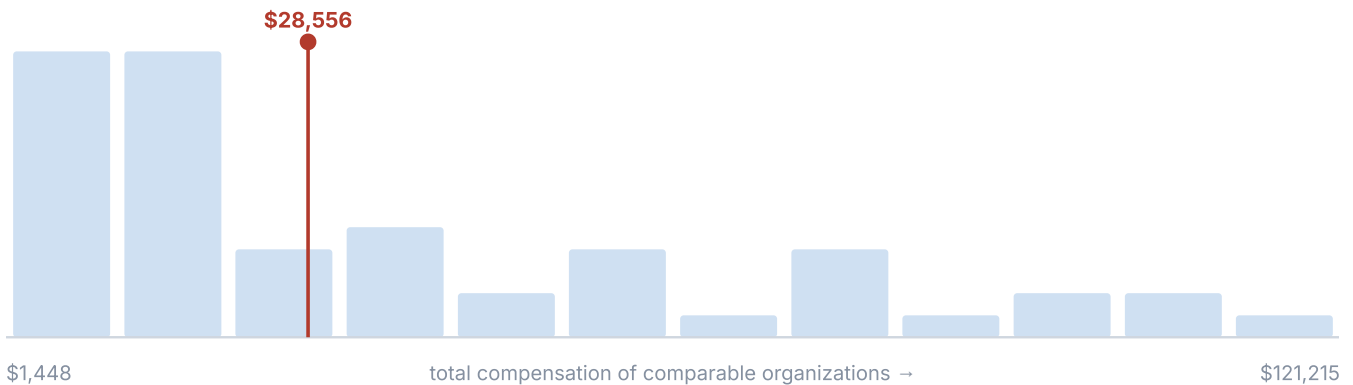
Benchmarked executive: Daniel Malone — reported title “President/DESC Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$126,576 and \$283,380 — 0.67x to 1.50x the subject's \$188,920 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,159	\$12,304	\$21,417	\$53,672	\$86,876	\$28,556
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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 WA 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
Clayton Youth Enrichment Foundation	TX	\$188,564	President	\$17,482	\$19,532	2024
Alzheimer's Community Care	FL	\$186,562	Former Ceo (7/1/23-3/7/24)	\$4,651	\$4,880	2024
Feeding The Need	TN	\$191,818	Chief Executive Officer	\$1,198	\$1,448	2023
Goodwill Properties Inc	IA	\$185,640	President/ce	\$6,991	\$8,550	2024
Hdpi Inc	VA	\$185,226	Director	\$14,347	\$15,930	2023
The Arc Gateway Foundation Inc	FL	\$184,048	Chief Executive Officer	\$14,562	\$15,280	2024
St Vincent De Paul Of Baltimore	MD	\$182,540	President & Ceo	\$81,563	\$87,686	2023
Freedom To Captives	FL	\$195,547	President	\$69,000	\$72,400	2024
The Ida And Asset Building Collaborative	NC	\$181,131	Executive Director	\$102,018	\$121,215	2023
Chris 180 Support Organization Inc	GA	\$179,787	Board Chair (Chris 180 Ceo)	\$18,340	\$21,206	2023
Tomorrow's Children Of Wisconsin Inc	WI	\$179,512	President	\$11,756	\$13,713	2024
The Black Feather Foundation	VA	\$200,023	President & Ceo	\$21,667	\$24,057	2023
Sitrin Foundation Inc	NY	\$200,153	Ceo	\$18,000	\$18,167	2024
Mary Graham Children's Foundation	CA	\$201,194	Executive Director	\$93,567	\$92,909	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Counseling Center Foundation Inc	NY	\$176,619	Executive Director	\$16,118	\$16,268	2024
Hamilton Center Foundation Inc	IN	\$175,796	President / Ceo	\$44,532	\$54,002	2023
Vicar's Landing Foundation Inc	FL	\$206,417	Chief Executive Officer	\$42,670	\$44,773	2024
Village On The Isle Foundation Inc	FL	\$209,517	Chief Executive Officer	\$11,687	\$12,625	2023
Hope Ventures Inc	CA	\$216,685	President & Ceo	\$75,000	\$72,336	2024
Community Hope Foundation Inc	NJ	\$160,894	Executive Director	\$10,249	\$10,221	2024
Missouri Bar Foundation	MO	\$160,256	Secretary	\$45,963	\$55,981	2023
Memphis Union Mission Support Corporati	TN	\$160,200	President	\$11,240	\$13,196	2024
Silver Key Senior Services Foundation	CO	\$219,159	Ceo And President	\$12,143	\$13,390	2023
Northeastern Association Of The Blind	NY	\$155,593	Ceo	\$3,296	\$3,425	2023
Mother Of Mercy Foundation	MN	\$153,964	Foundation Executive Director	\$35,509	\$39,190	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	52 organizations. Compensation range \$1,448–\$121,215; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$188,920); for reference, expenses \$881,254 and assets \$20,323,046. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Daniel Malone, reported title " <i>President/DESC Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 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	54 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	71 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 (Daniel Malone) 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 52 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$28,556 is reasonable (approximately the 54th 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.