

# Made New Foundation Inc

Executive Director / CEO

EIN 863950271

CA · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rafael Quiroz, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

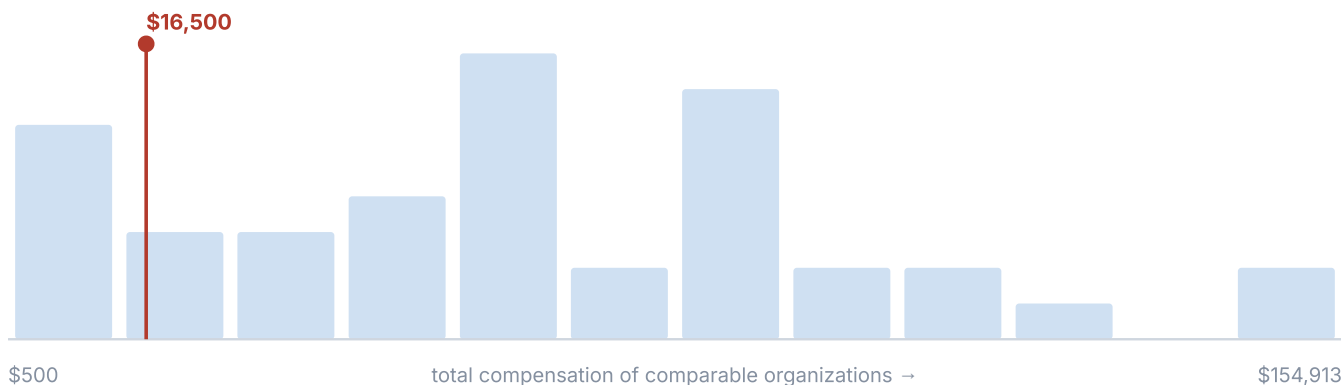
**Benchmarked executive:** Rafael Quiroz — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

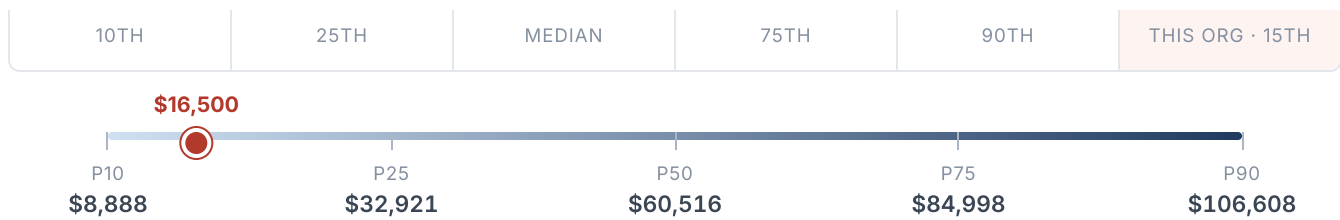
SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$165,211 and \$369,876 — 0.67x to 1.50x the subject's \$246,584 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,888	\$32,921	\$60,516	\$84,998	\$106,608	<b>\$16,500</b>
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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 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
<a href="#">Women Of Hope Inc</a>	OH	\$245,629	Executive Director	\$62,500	<b>\$78,925</b>	2023
<a href="#">Battered But Not Broken</a>	SC	\$245,008	Executive Director And Founde	\$50,485	<b>\$62,795</b>	2023
<a href="#">Treatment Court Foundation Of Sweetwater County</a>	WY	\$250,657	Coordinator	\$55,750	<b>\$71,177</b>	2023
<a href="#">Jumpstart</a>	SC	\$239,883	President	\$85,000	<b>\$105,727</b>	2023
<a href="#">Made Transitional Services</a>	NY	\$255,204	Executive Dir.	\$30,327	<b>\$34,013</b>	2022
<a href="#">Ronnies House</a>	CA	\$230,126	Executive Director	\$500	<b>\$500</b>	2024
<a href="#">Inside Out Network Inc</a>	AZ	\$225,997	President And Executive Director	\$89,165	<b>\$99,307</b>	2024
<a href="#">The Help</a>	MO	\$220,300	President	\$97,812	<b>\$119,974</b>	2024
<a href="#">The Rise Partnership Inc</a>	NY	\$220,000	Director/president	\$68,554	<b>\$73,859</b>	2023
<a href="#">On My Grind Reentry Services Inc</a>	CA	\$218,608	President & Ceo	\$7,360	<b>\$7,577</b>	2023
<a href="#">Haiti Prison And Rehabilitation Ministry</a>	TX	\$218,379	Chairman	\$9,150	<b>\$10,600</b>	2024
<a href="#">Sustainable Alamance</a>	NC	\$215,496	Director	\$50,000	<b>\$59,830</b>	2024
<a href="#">New Life Mission Inn - Missouri</a>	MO	\$212,605	Executive Di	\$36,193	<b>\$45,705</b>	2023
<a href="#">Greater Falls Community Justice Center</a>	VT	\$212,483	Executive Director	\$49,920	<b>\$58,188</b>	2024
<a href="#">The Four-seven Inc</a>	OH	\$280,797	Executive Director	\$73,392	<b>\$90,021</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Reaching Out From Within Inc</a>	KS	\$209,688	Executive Director	\$68,125	<b>\$87,749</b>	2023
<a href="#">Getpaid Inc</a>	PA	\$204,940	Executive Vice President	\$45,523	<b>\$52,573</b>	2024
<a href="#">A Safe Space Of St Charles</a>	LA	\$289,384	Executive Director	\$26,004	<b>\$33,160</b>	2024
<a href="#">Black Liberation Fund</a>	SC	\$203,633	President	\$120,000	<b>\$144,979</b>	2024
<a href="#">Unlock Tomorrow</a>	CA	\$292,428	President	\$48,560	<b>\$48,560</b>	2024
<a href="#">Ekolu Mea Nui</a>	HI	\$198,570	President	\$23,444	<b>\$25,025</b>	2023
<a href="#">North Alabama Court Referral</a>	AL	\$301,657	Exec Dir	\$123,820	<b>\$154,913</b>	2024
<a href="#">R-3 Restorations</a>	KY	\$303,947	Executive Di	\$77,809	<b>\$99,669</b>	2023
<a href="#">Released</a>	FL	\$307,763	Executive Director	\$20,142	<b>\$21,348</b>	2025
<a href="#">Phoenix Rising Transitions</a>	OR	\$309,798	Executive Director	\$55,274	<b>\$61,201</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>40</b> organizations. Compensation range \$500–\$154,913; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$246,584); for reference, expenses \$179,342 and assets \$66,666.
ROLE MATCH	Rafael Quiroz, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Rafael Quiroz) 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 40 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 15<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.