

Vida Spiritual Learning Center Inc

Executive Director / CEO

EIN 873802904

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sunshine Daye, Executive Director / CEO** (\$44,808) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Sunshine Daye — reported title “SPIRITUAL DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

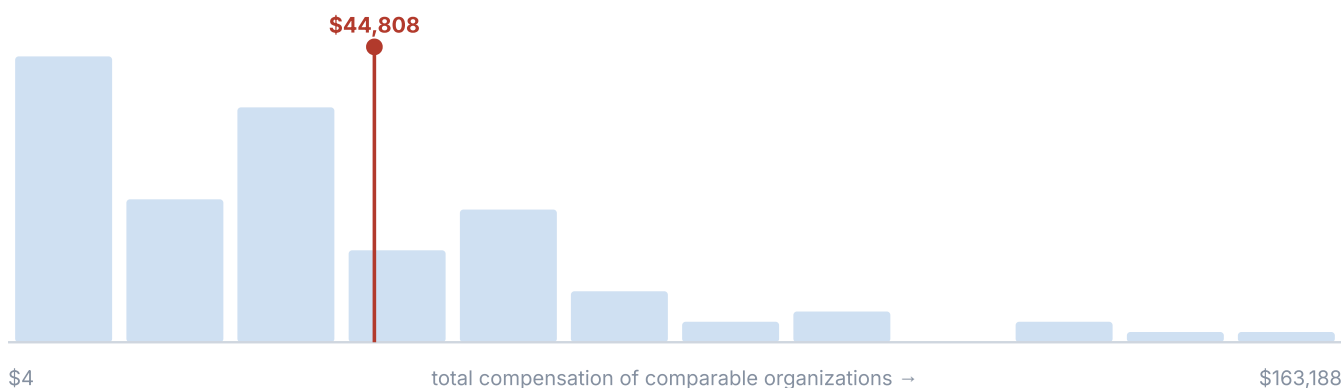
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$43,399 and \$97,164 — 0.67x to 1.50x the subject's \$64,776 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,650

\$10,295

\$31,412

\$55,266

\$77,921

\$44,808



■ 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
Spiritual United Nations	IL	\$64,644	President	\$9,360	\$10,657	2024
United Way Of North Central Arkansas	AR	\$64,594	Executive Director	\$36,540	\$47,565	2024
Northeast Minneapolis Lions Community	MN	\$64,518	Gambling Manager	\$42,813	\$48,991	2024
Wellness Works Inc	AK	\$65,228	President	\$7,364	\$8,153	2024
Mohonk Education & Neuropsychological Foundation Inc	CT	\$65,483	Executive Director	\$17,917	\$19,455	2024
Infinity Equine Therapy Inc	NJ	\$65,726	Secretary	\$3,200	\$3,309	2024
Npx Charitable Inc	CA	\$63,502	President	\$10,000	\$10,295	2023
Get America Working Inc	VA	\$66,075	President	\$53,090	\$61,117	2023
Im Young And Empowered Inc	NV	\$66,379	Secretary	\$31,800	\$38,004	2023
Nigerian Center Inc	DC	\$63,152	Executive Director	\$4,750	\$4,969	2023
Francis Foundation Inc	VT	\$66,407	Executive Director	\$115,126	\$134,194	2024
Pandemic Patients	SC	\$62,724	President	\$26,000	\$31,412	2024
Connecting Paths Pr Inc	PR	\$66,966	Employer	\$23,300	\$24,972	2022
Lights 4 Hope Inc	FL	\$62,011	President, Treasurer, Director	\$4,937	\$5,530	2023
Quiet Storm Outreach Group Inc	AL	\$67,713	President	\$2,500	\$3,128	2024
Successful Living Center	AL	\$60,911	Executive Director/ceo	\$20,400	\$25,523	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Reaching Out Connecting And Supporting Inc	CO	\$68,721	President	\$37,373	\$42,727	2023
Indian American Impact Project	DC	\$60,623	Former Executive Director	\$29,829	\$30,314	2024
Wildcat Ultimate Frisbee	IL	\$69,396	President	\$7,590	\$8,896	2023
La Crosse Area Veterans Mentor Program	WI	\$69,466	Operations Manager	\$16,790	\$20,307	2024
Rainbow Wellness Collective Inc	MN	\$59,260	Executive Dir.	\$25,962	\$29,709	2024
Neighbor 2 Neighbor	TN	\$59,224	Executive Di	\$70,521	\$83,632	2025
Drake Community Development Inc	NC	\$70,334	President	\$22,305	\$26,690	2024
Dark Horse Futures Foundation	NC	\$59,210	Incorporator	\$3,000	\$3,590	2024
The Bridge Of Central Massachusetts	MA	\$59,173	President & Ceo	\$29,151	\$31,232	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 101 organizations. Compensation range \$4–\$163,188; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$64,776); for reference, expenses \$101,323 and assets \$1,354,490. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Sunshine Daye, reported title "*SPIRITUAL DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match —**

the board should confirm this is a comparable role.

RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	66 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Sunshine Daye) 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 101 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,808 is reasonable (approximately the 66th 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.