

# Northlake Hope Center

Executive Director / CEO

EIN 874569500

TX · NTEE X21

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Daphne Zuniga, Executive Director / CEO** (\$55,000) 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 **30<sup>th</sup>** percentile of comparable organizations within the typical range

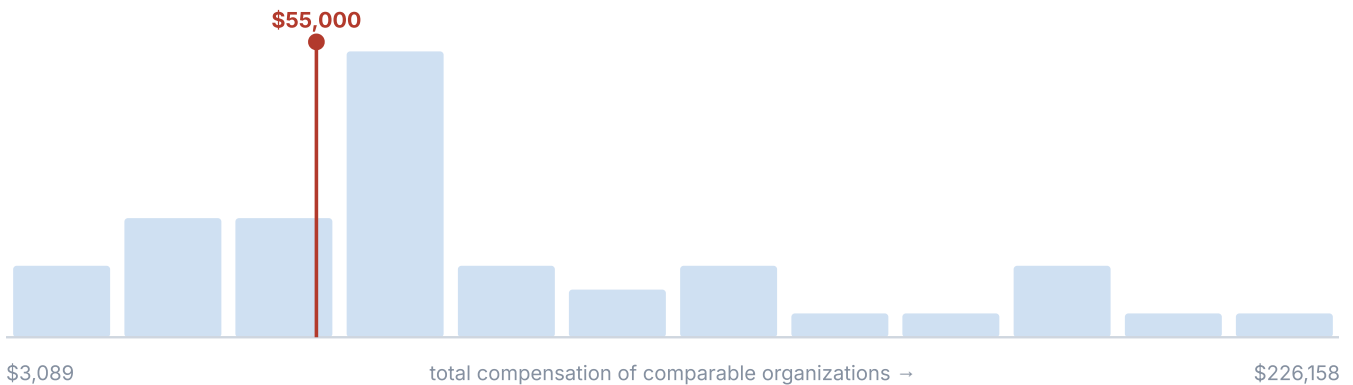
**Benchmarked executive:** Daphne Zuniga — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$279,041 and \$624,720 — 0.67x to 1.50x the subject's \$416,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21) + TX + 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



\$29,362	\$46,080	\$71,358	\$105,990	\$176,444	\$55,000
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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 TX 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="#">Men's Leadership Ministries</a>	TX	\$417,981	Executive Director	\$197,600	<b>\$197,600</b>	2024
<a href="#">One Family Fellowshipone Nation Inc</a>	TX	\$411,806	President	\$78,278	<b>\$78,278</b>	2024
<a href="#">The Christian Church The Old Path</a>	TX	\$410,732	President	\$72,580	<b>\$72,580</b>	2024
<a href="#">Elijah's Retreat Inc</a>	TX	\$422,551	Program Director	\$46,299	<b>\$46,299</b>	2024
<a href="#">The Tolson Group</a>	TX	\$423,309	Director, President	\$176,093	<b>\$176,093</b>	2024
<a href="#">Cornerstone Outreach Center Of Amarillo Inc</a>	TX	\$426,104	Officer	\$72,000	<b>\$72,000</b>	2024
<a href="#">Early Childhood Christian Network</a>	TX	\$405,528	Executive Dir.	\$67,500	<b>\$67,500</b>	2024
<a href="#">Restoration International Inc</a>	TX	\$405,180	President	\$58,519	<b>\$60,247</b>	2023
<a href="#">Mexico Mission Ministries Inc</a>	TX	\$402,904	President	\$32,400	<b>\$32,400</b>	2024
<a href="#">Shepherds' Support Inc</a>	TX	\$437,090	Executive Director	\$116,520	<b>\$119,962</b>	2023
<a href="#">Mission Barnabas International</a>	TX	\$391,748	Pres/ceo/director	\$72,120	<b>\$72,120</b>	2024
<a href="#">Legacy Family Ministries</a>	TX	\$454,850	President	\$93,908	<b>\$96,682</b>	2023
<a href="#">Apt Ministries</a>	TX	\$375,895	President	\$67,738	<b>\$69,739</b>	2023
<a href="#">Everfree Ministries</a>	TX	\$368,000	Ceo	\$179,600	<b>\$179,600</b>	2024
<a href="#">Jay Lowder Harvest Ministries Inc</a>	TX	\$469,040	President	\$188,347	<b>\$188,347</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Barry Wood Evangelistic Association Inc</a>	TX	\$469,291	President	\$68,686	<b>\$70,715</b>	2023
<a href="#">Federation Of Ministers And Churches Inc</a>	TX	\$363,636	President	\$125,443	<b>\$125,443</b>	2024
<a href="#">Proclaiming The Gospel</a>	TX	\$473,918	Vice President, Executive Assistant	\$22,130	<b>\$22,130</b>	2024
<a href="#">David Stockwell Evangelistic</a>	TX	\$475,365	President	\$8,400	<b>\$8,400</b>	2024
<a href="#">Twin Oaks Christian Camp And Retreat Center</a>	TX	\$353,881	Executive Director	\$72,038	<b>\$74,166</b>	2023
<a href="#">Comfort House Services Inc</a>	TX	\$480,833	Executive Director	\$79,146	<b>\$79,146</b>	2024
<a href="#">The Brook Ministries Inc</a>	TX	\$331,955	Executive Dir.	\$84,000	<b>\$84,000</b>	2024
<a href="#">Thomas E Mcdaniels Ministries Inc</a>	TX	\$326,067	President	\$42,073	<b>\$42,073</b>	2024
<a href="#">Iglesia Nueva Esperanza Viva</a>	TX	\$512,764	Sr Pastor	\$64,800	<b>\$66,714</b>	2023
<a href="#">Student Discipleship Ministries</a>	TX	\$317,544	President	\$169,000	<b>\$169,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **40** organizations. Compensation range \$3,089–\$226,158; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$416,480); for reference, expenses \$488,990 and assets \$22,678.
ROLE MATCH	Daphne Zuniga, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Daphne Zuniga) 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 40 similarly situated organizations (Same NTEE sector (X21) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 30<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 10, 2026.