

# Himalayan Childrens Fund

Executive Director / CEO

EIN 954121177

CA · NTEE Q330

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Debra Ann Robinson-menzies, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Debra Ann Robinson-menzies — reported title "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 (Q330).

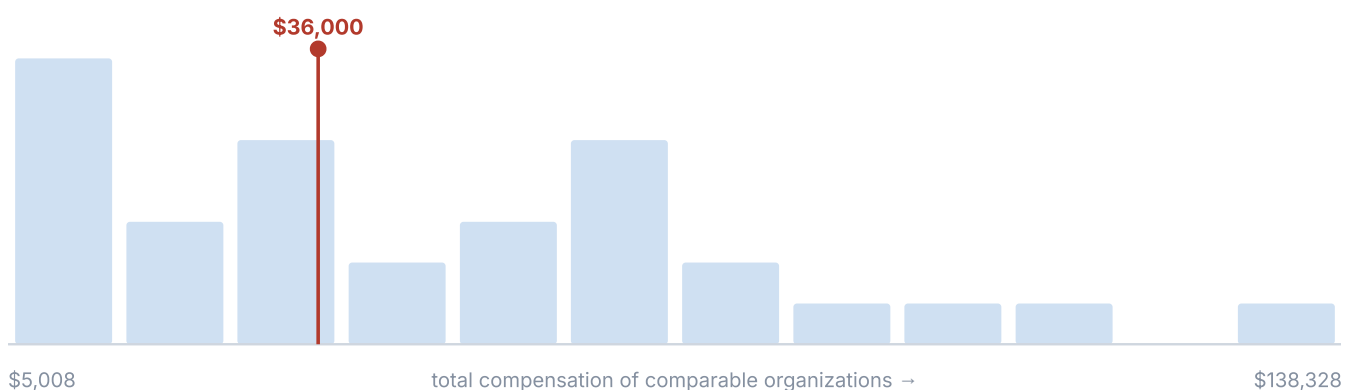
**BUDGET** Total revenue between \$261,568 and \$585,600 — 0.67x to 1.50x the subject's \$390,400 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q33) + CA + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,656

\$23,311

\$38,852

\$67,810

\$91,060

**\$36,000**



## ● 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="#">Business For Social Good</a>	CA	\$390,472	President & Ceo	\$70,000	<b>\$67,992</b>	2024
<a href="#">Global Care Alliance Inc</a>	CA	\$394,195	President	\$40,000	<b>\$38,852</b>	2024
<a href="#">Refugees United Foundation Usa</a>	CA	\$384,439	Treasurer	\$64,702	<b>\$62,846</b>	2024
<a href="#">Mriya Report Inc</a>	CA	\$399,430	Secretary	\$7,940	<b>\$7,940</b>	2023
<a href="#">The Chijnaya Foundation Inc</a>	CA	\$408,488	Operations M	\$69,625	<b>\$67,627</b>	2024
<a href="#">Haiti Gospel Outreach</a>	CA	\$371,372	Development	\$50,400	<b>\$50,400</b>	2023
<a href="#">Christ Sanctuary International</a>	CA	\$409,988	President	\$12,000	<b>\$11,656</b>	2024
<a href="#">Valentino Achak Deng Foundation</a>	CA	\$368,263	Executive Director/co-founder	\$93,750	<b>\$91,060</b>	2024
<a href="#">Africa Future Foundation</a>	CA	\$358,743	Cfo	\$12,000	<b>\$12,000</b>	2023
<a href="#">Olive Tree Ministry Inc</a>	CA	\$358,573	Executive Di	\$36,000	<b>\$36,000</b>	2023
<a href="#">Angel Of Faith Non Profit Organization</a>	CA	\$346,809	President	\$82,500	<b>\$80,133</b>	2024
<a href="#">Bridges Of Hope International</a>	CA	\$332,038	President	\$112,857	<b>\$112,857</b>	2023
<a href="#">Faith Hope And Charity Inc</a>	CA	\$329,606	Secretary/treasurer	\$25,200	<b>\$25,200</b>	2023
<a href="#">Rising Worldwide</a>	CA	\$451,651	Ceo	\$81,153	<b>\$81,153</b>	2023
<a href="#">Guatemala Deaf Ministries</a>	CA	\$321,509	Vice President	\$32,875	<b>\$31,932</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$11,656</b>	2024
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$5,828</b>	2024
<a href="#">Lanna Foundation</a>	CA	\$471,922	Director	\$31,534	<b>\$29,840</b>	2025
<a href="#">Gocare Inc</a>	CA	\$302,675	President	\$44,000	<b>\$44,000</b>	2023
<a href="#">Brighter Children Inc</a>	CA	\$484,054	Director	\$142,414	<b>\$138,328</b>	2024
<a href="#">Afghan Literacy Foundation</a>	CA	\$284,594	Executive Director	\$13,000	<b>\$12,627</b>	2024
<a href="#">Project Pearls Usa Inc</a>	CA	\$497,737	Executive Director	\$67,340	<b>\$65,408</b>	2024
<a href="#">Onmission Partners</a>	CA	\$275,568	Ceo & Secret	\$30,000	<b>\$30,000</b>	2023
<a href="#">Embrace Global</a>	CA	\$514,249	Executive Di	\$71,240	<b>\$71,240</b>	2023
<a href="#">The Charis Project</a>	CA	\$263,271	Ceo	\$24,000	<b>\$23,311</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	31 organizations. Compensation range \$5,008–\$138,328; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$390,400); for reference, expenses \$365,581 and assets \$2,419,241.
ROLE MATCH	Debra Ann Robinson-menzies, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 1 peer 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Debra Ann Robinson-menzies) 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 31 similarly situated organizations (Same NTEE sector (Q33) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 45<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.