

Susila Dharma International Assoc Inc

Executive Director / CEO

EIN 980156249

· NTEE E99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Virginia Thomas, Executive Director / CEO** (\$14,000) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

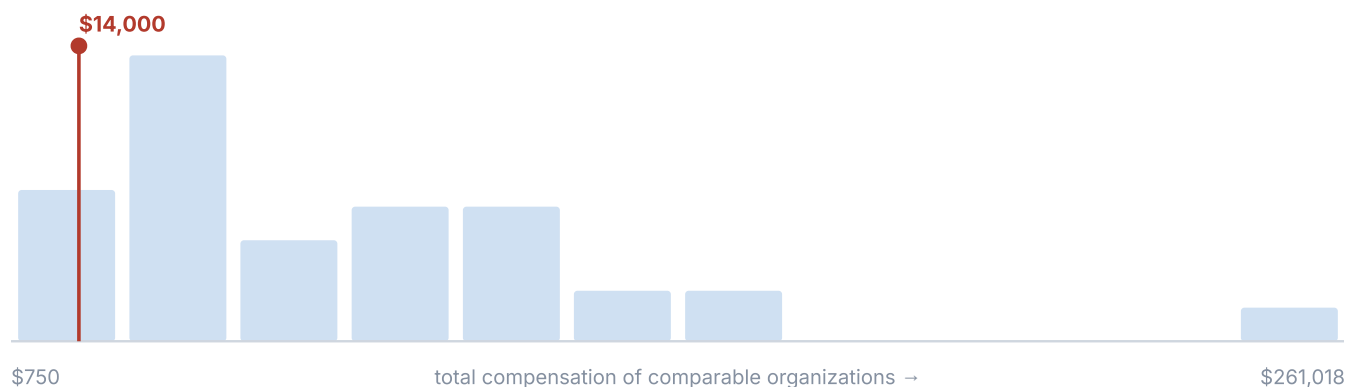
Benchmarked executive: Virginia Thomas — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E99).
BUDGET	Total revenue between \$251,607 and \$563,299 — 0.67x to 1.50x the subject's \$375,533 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E99) + null + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,250	\$34,965	\$47,667	\$90,311	\$125,807	\$14,000
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arkansas Medical Foundation	AR	\$382,895	Executive Director	\$40,800	\$42,005	2023
Thor Network Foundation	PA	\$366,401	President	\$60,000	\$61,772	2023
Los Robles Hospital Medical Staff Inc	CA	\$385,508	Chairman	\$36,000	\$36,000	2024
Onegoodturn Inc	TX	\$390,533	President & Executive Dire	\$80,000	\$80,000	2024
Building The Next Generation Of Academic Physicians	NY	\$393,195	President	\$30,000	\$30,000	2024
Black Women's Health Alliance	PA	\$395,480	Executive Di	\$68,770	\$70,801	2023
Harper County Health Foundation	KS	\$398,841	Executive Dir.	\$20,000	\$20,000	2024
Future Colours Corp	CA	\$350,567	Secretary	\$98,000	\$98,000	2024
Canine Therapy Corps Inc	IL	\$347,441	Executive Director	\$86,014	\$88,555	2023
Gaia Home	ND	\$343,768	Executive Director	\$140,000	\$140,000	2024
Wings Home	MI	\$336,554	Executive Director	\$13,592	\$13,993	2023
Gout Support Group Of America	FL	\$325,280	Former President	\$42,000	\$42,000	2024
Agewell Pace	CA	\$428,704	Ceo	\$50,052	\$51,530	2023
Medical Dental Staff Of Jersey City	NJ	\$431,794	President	\$21,530	\$21,530	2024
Pacific Communities Health District Fnd	OR	\$434,715	Executive Director	\$36,574	\$36,574	2024
West Oakland Health Facilities	CA	\$315,643	Ceo	\$2,481	\$2,481	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Massachusetts Health Council Inc	MA	\$308,333	Ceo	\$147,950	\$147,950	2024
Amery Regional Medical Center Foundation	MN	\$307,461	President	\$67,666	\$67,666	2024
Barlow Foundation	CA	\$446,546	President & Ceo	\$31,210	\$31,210	2024
From Fatherless To Fearless	OH	\$303,056	Ceo	\$118,125	\$121,614	2023
Mountainside Hospital Medical Staff	NJ	\$300,341	President	\$35,000	\$35,000	2024
Minnesota Masonic Children's Clinic For	MN	\$299,202	President/ceo - Charities	\$34,208	\$35,218	2023
Region li Emergency Medical Services	NM	\$297,078	Employee	\$36,400	\$37,475	2023
Mercy Healthcare Foundation	ND	\$454,793	Former Interim President	\$33,860	\$34,860	2023
Bionic Project Inc	MA	\$458,663	Executive Director	\$95,255	\$95,255	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to the subject's state 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. 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 56 organizations. Compensation range \$750–\$261,018; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$375,533); for reference, expenses \$324,806 and assets \$1,955,181.

ROLE MATCH Virginia Thomas, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	5 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 (Virginia Thomas) 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 56 similarly situated organizations (Same NTEE sector (E99) + null + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,000 is reasonable (approximately the 9th 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.