

Hands On Sign Interpreted Perf Inc

Executive Director / CEO

EIN 112969718

NY · NTEE P8XZ

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Beth Prevor, Executive Director / CEO** (\$24,000) against the **2000** closest of **3,750** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P8XZ).
BUDGET	Total revenue between \$242,479 and \$542,863 — 0.67x to 1.50x the subject's \$361,909 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,750 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$18,781	\$36,286	\$59,950	\$82,533	\$107,380	\$24,000
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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 NY 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
Children's Institute Of Los Angeles	CA	\$361,903	Secretary	\$61,573	\$60,577	2023
Center4hope Inc	NY	\$361,849	Executive Director	\$90,962	\$90,962	2024
Residents In Action Llc	MI	\$361,832	Executive Di	\$25,000	\$28,556	2024
Johnson County Senior Services Inc	IN	\$361,997	Executive Director	\$136,262	\$159,022	2024
Stronger Than My Father	TN	\$361,773	President	\$67,300	\$80,599	2023
The Kindness Project	PA	\$361,734	Executive Director	\$62,810	\$71,364	2023
New Freedom Project	AZ	\$361,674	President	\$96,154	\$102,336	2024
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$33,891	2023
Heroes Night Out Inc	TX	\$362,233	Executive Director	\$76,000	\$84,132	2024
Project Ezra	NY	\$361,441	Vice President	\$53,779	\$53,779	2024
Soaring Unlimited	MI	\$362,396	Executive Director	\$38,240	\$43,680	2024
World Links Association Inc	PA	\$361,410	Executive Director	\$49,004	\$54,080	2024
Korean American Senior Citizens	NJ	\$361,388	Treasurer	\$24,000	\$23,713	2024
Voice Of Including Community Equitably	CA	\$362,472	Vice President	\$85,145	\$83,767	2023
The Journalists And Writers Foundation Inc	NY	\$362,501	President	\$90,925	\$90,925	2024
Court Appointed Special Advocates Of Paulding County Inc	GA	\$362,544	Executive Director	\$61,000	\$67,876	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Usa Early Child Care Center Inc	MI	\$361,251	Director	\$50,000	\$58,800	2023
Gilmer Co Family Resource Network Inc	WV	\$362,580	Executive Director	\$67,350	\$80,700	2024
Good Shepherd Children's Home	TN	\$362,589	Assistant Treasurer/direct	\$6,000	\$6,979	2024
Mission 823 Inc	FL	\$361,189	President	\$61,198	\$63,622	2024
United Ministries Of Clinton	SC	\$362,657	Executive Di	\$23,000	\$27,338	2023
Central Valley Center For The	CA	\$362,676	Exec Director	\$40,771	\$38,961	2024
Paradox Sports	CO	\$362,677	Executive Director	\$94,500	\$103,240	2023
Reece's Rainbow Inc	WI	\$361,078	Treasurer	\$54,755	\$63,283	2024
Conestoga Valley Christian	PA	\$361,071	Treasurer	\$12,960	\$14,725	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	2000 organizations. Compensation range \$20–\$611,678; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$361,909); for reference, expenses \$380,527 and assets \$58,004.
ROLE MATCH	Beth Prevor, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	134 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 44 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	14 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	12 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 (Beth Prevor) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 14th 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.