

# The Promise Tour

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dylan Hooks, Executive Director / CEO** (\$57,275) against **every comparable organization** that fit the selection criteria — **265** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

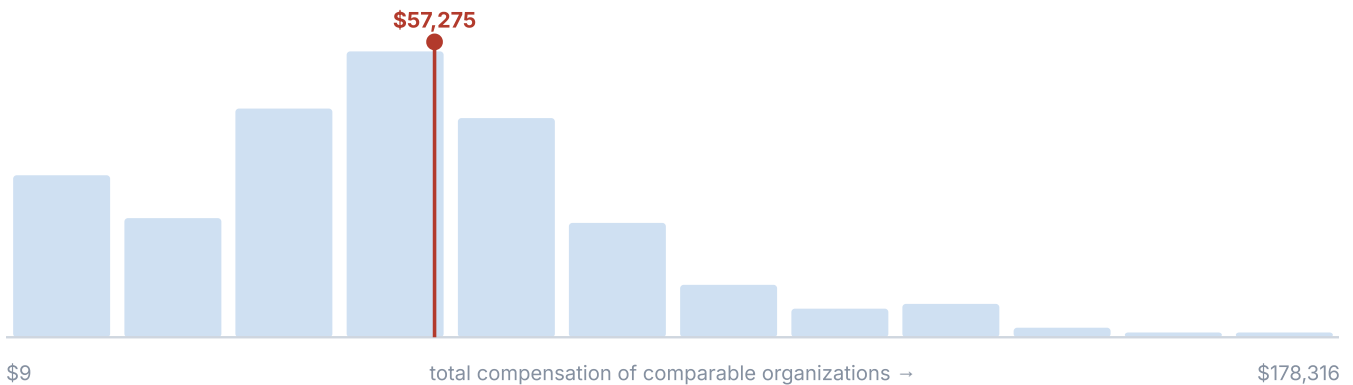
**Benchmarked executive:** Dylan Hooks — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

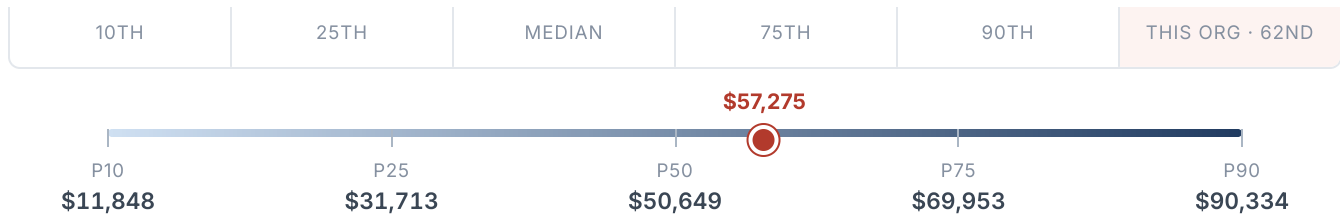
SECTOR	Organizations sharing the subject's NTEE classification (I23).
BUDGET	Total revenue between \$120,836 and \$270,529 — 0.67x to 1.50x the subject's \$180,353 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**265** organizations qualified on sector, size, and geography → **265** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,848	\$31,713	\$50,649	\$69,953	\$90,334	<b>\$57,275</b>
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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 TN 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="#">Polk County Crime Stoppers Inc</a>	FL	\$180,459	Executive Director	\$35,401	<b>\$31,639</b>	2024
<a href="#">Denver Police Blue Hat Foundation</a>	CO	\$181,465	Executive Di	\$36,000	<b>\$32,840</b>	2024
<a href="#">Oregon Abuse Advocates And</a>	OR	\$178,496	Co-director	\$66,000	<b>\$58,309</b>	2024
<a href="#">Santa Maria Police Council Inc</a>	CA	\$182,740	Executive Dir.	\$24,002	<b>\$19,717</b>	2024
<a href="#">Exploit No More Inc</a>	WI	\$177,484	Executive Director	\$74,806	<b>\$74,324</b>	2024
<a href="#">Create Your Statement</a>	WA	\$177,226	Executive Dir.	\$85,000	<b>\$72,399</b>	2024
<a href="#">Orange County Siu Cac Inc</a>	VT	\$177,125	Ex. Director	\$26,250	<b>\$25,878</b>	2023
<a href="#">Hope &amp; Justice Foundation Incorporated</a>	FL	\$176,127	President	\$40,500	<b>\$37,265</b>	2023
<a href="#">Valley Immigrant Advocates</a>	IL	\$175,952	Executive Director	\$10	<b>\$9</b>	2025
<a href="#">Bethany House Ministries Inc</a>	MA	\$175,854	President	\$60,000	<b>\$51,294</b>	2024
<a href="#">Southeast Nebraska Casa</a>	NE	\$185,002	Executive Director	\$50,000	<b>\$52,673</b>	2023
<a href="#">Pulaski County Friends Of Casa Inc</a>	AR	\$185,175	Executive Dir.	\$61,407	<b>\$65,666</b>	2024
<a href="#">Casa Of Southwest Oklahoma Inc</a>	OK	\$175,101	Executive Director	\$40,325	<b>\$42,243</b>	2024
<a href="#">Minnesota Dare Inc</a>	MN	\$185,919	Executive Director	\$91,192	<b>\$85,724</b>	2024
<a href="#">Weed &amp; Seed Hawaii Inc</a>	HI	\$186,168	Executive Director	\$105,000	<b>\$92,075</b>	2023
<a href="#">Montgomery Bar Foundation</a>	PA	\$186,570	Executive Director	\$10,368	<b>\$9,836</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Migration Resource Center</a>	NY	\$174,041	Director	\$13,184	<b>\$11,668</b>	2023
<a href="#">Westmoreland Bar Foundation</a>	PA	\$187,803	Executive Director/secretary	\$4,800	<b>\$4,554</b>	2024
<a href="#">A Curiae</a>	CA	\$188,238	President	\$89,512	<b>\$75,705</b>	2023
<a href="#">Pro Bono Counseling Project Inc</a>	MD	\$172,318	Executive Director	\$137,082	<b>\$125,525</b>	2023
<a href="#">Legal Aid Foundation Of Western</a>	OH	\$188,633	Interim Executive Director	\$26,821	<b>\$27,824</b>	2023
<a href="#">Courthouse Dogs Foundation</a>	WA	\$171,812	Ceo	\$41,283	<b>\$35,163</b>	2024
<a href="#">Guardians Of Our Children Inc</a>	NY	\$189,936	Director	\$45,500	<b>\$39,115</b>	2024
<a href="#">Maricopa County Bar Foundation</a>	AZ	\$190,092	Executive Director	\$3,528	<b>\$3,228</b>	2024
<a href="#">Lifes Beacon Foundation Inc</a>	PA	\$170,390	President	\$12,000	<b>\$11,385</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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** 265 organizations. Compensation range \$9–\$178,316; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$180,353); for reference, expenses \$147,247 and assets \$130,750.

**ROLE MATCH** Dylan Hooks, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this 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** 6 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	55 <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 (Dylan Hooks) 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 265 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,275 is reasonable (approximately the 62<sup>nd</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.