

# Health Outreach Foundation

Executive Director / CEO

EIN 200869346

MO · NTEE Q33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jerry Smith, Executive Director / CEO** (\$92,937) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

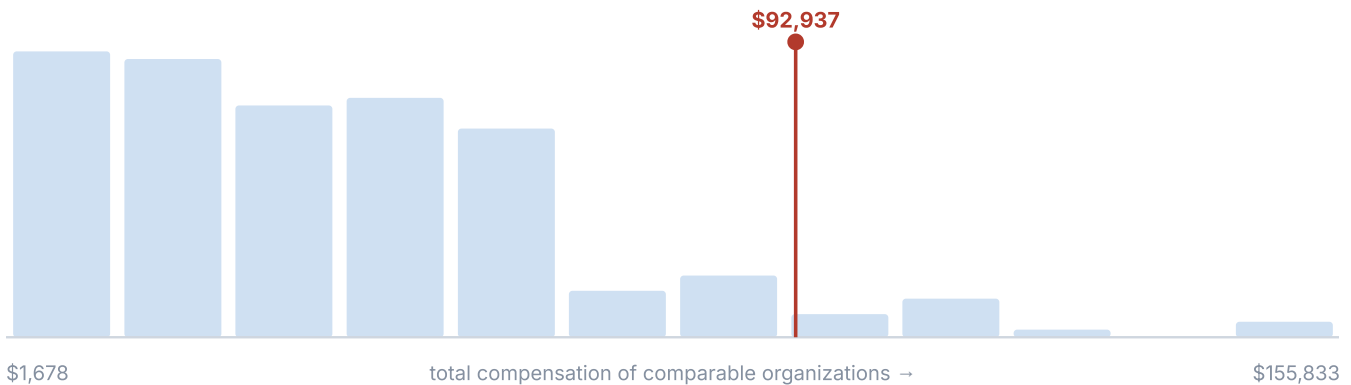
**Benchmarked executive:** Jerry Smith — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$169,491 and \$379,458 — 0.67x to 1.50x the subject's \$252,972 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$8,980	\$19,475	\$36,149	\$53,966	\$77,404	<b>\$92,937</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 MO 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="#">International Faith Initiativesinc</a>	IN	\$252,430	President	\$39,500	<b>\$39,329</b>	2023
<a href="#">Global Roots</a>	OR	\$252,153	Presidentchair	\$75,000	<b>\$63,872</b>	2024
<a href="#">Somali American Social Service</a>	MN	\$251,431	Executive Di	\$45,750	<b>\$41,456</b>	2024
<a href="#">Nicaragua Advances In Christian</a>	TX	\$255,440	Board Member	\$40,800	<b>\$37,427</b>	2024
<a href="#">Creole Inc Haiti</a>	FL	\$257,320	Executive Director	\$50,600	<b>\$43,592</b>	2024
<a href="#">Unatti Foundation</a>	CA	\$247,939	President	\$38,000	<b>\$30,092</b>	2024
<a href="#">Advanced Center For Eyecare Global</a>	CA	\$258,535	Executive Dir.	\$75,000	<b>\$61,146</b>	2023
<a href="#">South Asia Access</a>	IL	\$259,010	Ce0	\$24,000	<b>\$22,277</b>	2023
<a href="#">Nations Training Institute Inc</a>	TX	\$259,405	President	\$52,523	<b>\$48,182</b>	2024
<a href="#">Cooperative Aid Inc</a>	TN	\$260,027	Executive Dir.	\$50,000	<b>\$49,622</b>	2023
<a href="#">Far Reaching Ministries Aviation Inc</a>	CA	\$260,470	Ceo	\$108,806	<b>\$86,162</b>	2024
<a href="#">A Touch Of Love Foundation</a>	CA	\$244,733	President	\$74,868	<b>\$59,287</b>	2024
<a href="#">Benedictine Sister Of St Agnes Of</a>	MN	\$244,669	Treasurer, Dir.	\$6,000	<b>\$5,827</b>	2022
<a href="#">Life Essentials Foundation</a>	TX	\$244,239	President	\$68,602	<b>\$62,932</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Santiago Panama Mission Adventures</a>	TX	\$262,033	President	\$18,300	<b>\$16,788</b>	2024
<a href="#">Cuirim Outreach Inc</a>	VA	\$243,560	Director	\$66,669	<b>\$60,777</b>	2023
<a href="#">Mercy Smiles International Outreach</a>	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	<b>\$1,678</b>	2024
<a href="#">Powering Potential Inc</a>	NY	\$243,386	President	\$43,956	<b>\$36,426</b>	2024
<a href="#">Here For Kids International</a>	CA	\$242,854	Exec Director	\$98,291	<b>\$80,134</b>	2023
<a href="#">The Charis Project</a>	CA	\$263,271	Ceo	\$24,000	<b>\$19,005</b>	2024
<a href="#">Troup Family Ministries Inc</a>	TX	\$263,285	President	\$15,000	<b>\$13,761</b>	2024
<a href="#">Star Of Hope International America Inc</a>	KS	\$263,394	Ceo	\$59,400	<b>\$58,850</b>	2024
<a href="#">Directconnect Humanitarian Aid Inc</a>	MI	\$264,240	President	\$22,127	<b>\$20,944</b>	2024
<a href="#">Seek The Lamb Inc</a>	HI	\$241,529	President	\$46,520	<b>\$38,195</b>	2024
<a href="#">South Florida Haiti Project Inc</a>	FL	\$240,768	Executive Di	\$22,917	<b>\$20,326</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	186 organizations. Compensation range \$1,678–\$155,833; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$252,972); for reference, expenses \$310,893 and assets \$302,827.
ROLE MATCH	Jerry Smith, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	7 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Jerry Smith) 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 186 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,937 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.