

# New Hope For Cambodian Children

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **John C Tucker, Executive Director / CEO** (\$32,075) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John C Tucker — 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 (Q33).

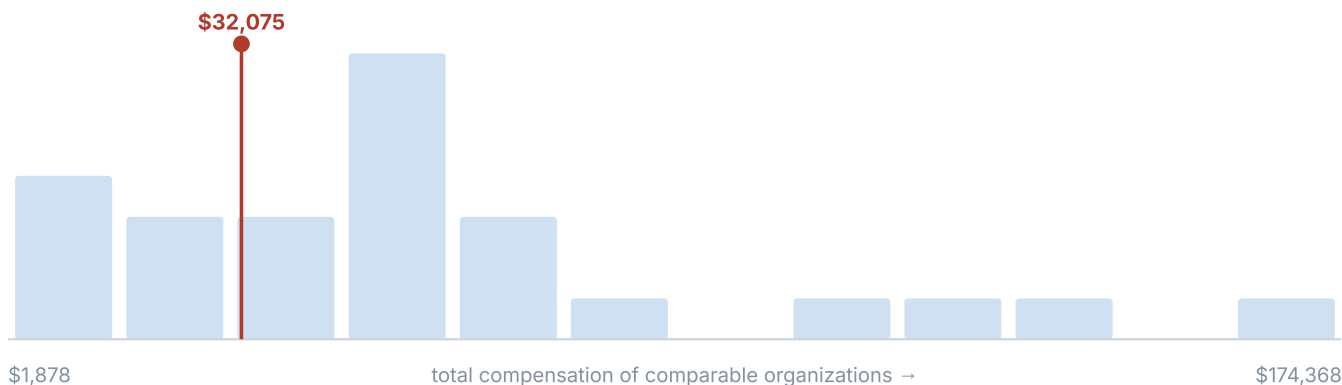
**BUDGET** Total revenue between \$205,015 and \$458,989 — 0.67x to 1.50x the subject's \$305,993 (the band tightens as size grows).

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

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

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,601	\$26,419	\$51,934	\$68,867	\$115,038	\$32,075
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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 TX 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="#">Global Hope</a>	TX	\$308,463	Executive Director	\$117,034	<b>\$120,131</b>	2024
<a href="#">Champions In Action Inc</a>	TX	\$309,045	Board Chairm	\$10,000	<b>\$10,265</b>	2024
<a href="#">Helping Oppressed People Everywhere</a>	TX	\$323,194	Director	\$57,313	<b>\$60,567</b>	2023
<a href="#">Segner Ministries Inc</a>	TX	\$327,437	Executive Dir.	\$50,595	<b>\$51,934</b>	2024
<a href="#">Upright Africa Inc</a>	TX	\$272,522	Officer/founder	\$34,046	<b>\$35,979</b>	2023
<a href="#">Ends Of The Earth Ministries Inc</a>	TX	\$340,799	Board Member/sec/treas	\$77,500	<b>\$79,551</b>	2024
<a href="#">Aim4india</a>	TX	\$342,503	Executive Dir.	\$65,167	<b>\$68,867</b>	2023
<a href="#">Cure Glaucoma Foundation</a>	TX	\$267,724	Exec Dir/treas	\$25,738	<b>\$26,419</b>	2024
<a href="#">Second Mountain Ministries</a>	TX	\$266,325	Director	\$165,000	<b>\$174,368</b>	2023
<a href="#">Aarti For Girls Inc</a>	TX	\$347,788	Vp & Treasurer	\$25,000	<b>\$25,661</b>	2024
<a href="#">Troup Family Ministries Inc</a>	TX	\$263,285	President	\$15,000	<b>\$15,397</b>	2024
<a href="#">Mercy Smiles International Outreach</a>	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	<b>\$1,878</b>	2024
<a href="#">Santiago Panama Mission Adventures</a>	TX	\$262,033	President	\$18,300	<b>\$18,784</b>	2024
<a href="#">Nations Training Institute Inc</a>	TX	\$259,405	President	\$52,523	<b>\$53,913</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nicaragua Advances In Christian</a>	TX	\$255,440	Board Member	\$40,800	<b>\$41,880</b>	2024
<a href="#">Get Up Project</a>	TX	\$365,265	Executive Di	\$55,794	<b>\$58,962</b>	2023
<a href="#">Life Essentials Foundation</a>	TX	\$244,239	President	\$68,602	<b>\$70,417</b>	2024
<a href="#">Oasis Communities International Inc Ministries</a>	TX	\$370,193	President	\$31,681	<b>\$32,519</b>	2024
<a href="#">Abandoned Little Angels Nhom Tinh Thuong</a>	TX	\$370,370	Executive Director	\$50,000	<b>\$51,323</b>	2024
<a href="#">American Medical Institute Inc</a>	TX	\$225,800	Director/manager	\$55,207	<b>\$56,668</b>	2024
<a href="#">Building Everyones Success Together In West Africa</a>	TX	\$387,914	Executive Director	\$53,648	<b>\$55,067</b>	2024
<a href="#">Elizabeth's Voice Inc</a>	TX	\$213,569	President	\$10,160	<b>\$10,737</b>	2023
<a href="#">Holistic Christian Ministry</a>	TX	\$210,264	Ceo	\$50,500	<b>\$51,836</b>	2024
<a href="#">Upstream International Inc</a>	TX	\$449,415	President	\$104,630	<b>\$107,398</b>	2024
<a href="#">Braveheart Ministries Inc</a>	TX	\$456,807	President	\$135,865	<b>\$139,460</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 TX 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

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PEER COUNT	25 organizations. Compensation range \$1,878–\$174,368; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$305,993); for reference, expenses \$339,133 and assets \$5,343.
ROLE MATCH	John C Tucker, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	28 <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

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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 (John C Tucker) 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 10, 2026, comparing compensation against 25 similarly situated organizations (Same NTEE sector (Q33) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,075 is reasonable (approximately the 28<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 10, 2026.