

Vision Of Community Fellowship Inc

Executive Director / CEO

EIN 205874204
 WA · NTEE Q33
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Randall Hoag, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **247** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

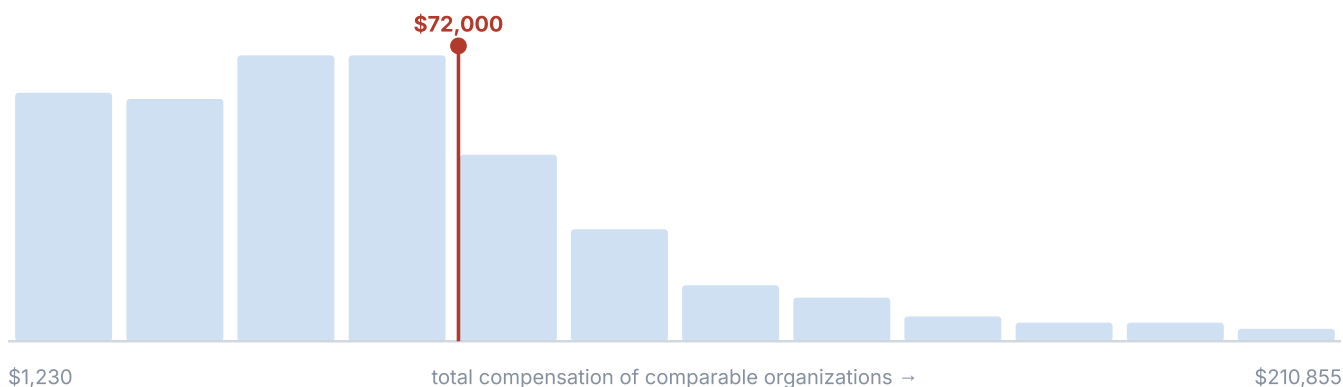
Benchmarked executive: Randall Hoag — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$311,669 and \$697,768 — 0.67x to 1.50x the subject's \$465,179 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

247 organizations qualified on sector, size, and geography → **247** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,687	\$30,246	\$53,550	\$77,501	\$109,723	\$72,000
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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 WA 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
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$33,310	2024
Christian Mission Aid Inc	MI	\$460,825	Ceo/secretary	\$94,000	\$105,260	2024
International Alliance For Mercy Inc	VA	\$459,996	Executive Director	\$59,662	\$62,496	2024
Children's Fellowship Of India Inc	PA	\$458,750	Executive Di	\$80,767	\$87,381	2024
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$28,780	2025
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$65,217	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$13,855	2024
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$147,445	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$24,595	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$34,967	2024
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$60,264	2023
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$40,544	2023
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$53,772	2023
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$145,041	2024
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$32,535	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$15,080	2023
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$78,270	2023
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$64,731	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$48,594	2024
Franciscan Works	IL	\$451,416	Executive Director	\$53,385	\$56,939	2024
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$66,838	2024
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$17,337	2023
Upstream International Inc	TX	\$449,415	President	\$104,630	\$113,547	2024
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$23,469	2023
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$29,114	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	247 organizations. Compensation range \$1,230–\$210,855; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$465,179); for reference, expenses \$511,191 and assets \$288,375.
ROLE MATCH	Randall Hoag, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	70 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	69 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 (Randall Hoag) 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 247 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 70th 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.