

Hope Outreach International

Executive Director / CEO

EIN 208403144

FL · NTEE Q70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Suzette Volcy, Executive Director / CEO** (\$38,400) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

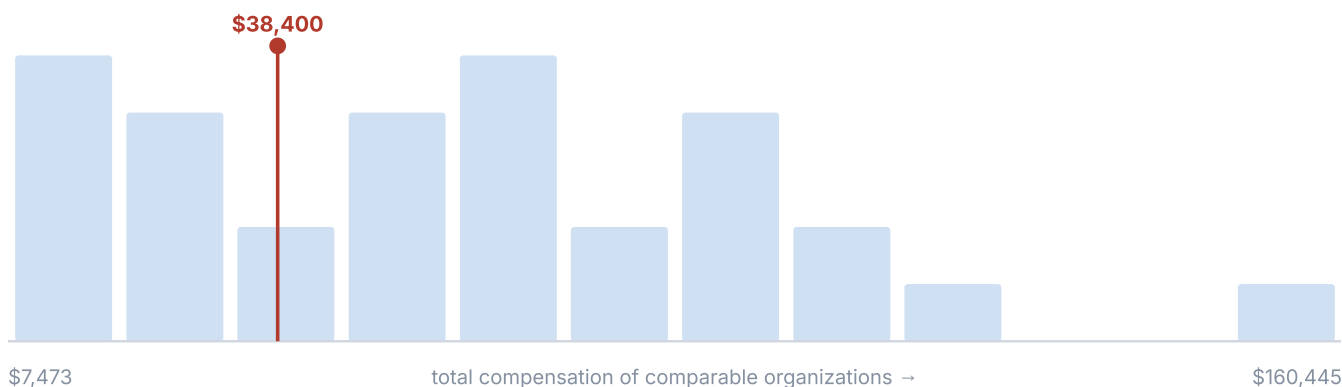
Benchmarked executive: Suzette Volcy — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q70).
BUDGET	Total revenue between \$231,550 and \$518,397 — 0.67x to 1.50x the subject's \$345,598 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q70), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,392	\$25,958	\$59,143	\$86,376	\$100,598	\$38,400
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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 FL 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
Accessibility Accelerator Inc	NY	\$344,297	Executive Director	\$64,642	\$60,395	2024
Dark Bali	CA	\$342,650	Executive Dir.	\$64,618	\$57,692	2024
Foundation For Freedom	WA	\$339,971	President	\$72,000	\$66,650	2024
Alight Alliance To Lead Impact In Global	CO	\$333,478	Executive Director	\$118,421	\$117,406	2024
Hostage Families Alliance	DC	\$358,534	President	\$28,334	\$25,708	2024
If Americans Knew	CA	\$331,563	President	\$71,108	\$65,361	2023
Siamak Pourzand Foundation	MD	\$374,715	Executive Director	\$80,556	\$77,869	2024
Eg Justice	DC	\$379,194	Executive Dir.	\$93,500	\$87,340	2023
International Tibet Network	CA	\$307,132	Executive Director	\$48,336	\$44,430	2023
The 88 Project	IL	\$305,757	Executive Dir	\$95,413	\$99,851	2023
Women's Rights Without Frontiers	MD	\$386,272	President	\$165,982	\$160,445	2024
Rescue Pink Inc	TX	\$302,677	President	\$66,000	\$70,278	2023
Peace And Hope International	NC	\$397,264	Coo	\$25,000	\$26,709	2024
Friends Of The Congo	DC	\$291,634	Executive Director	\$8,000	\$7,473	2023
Womens Voices Now Inc	CA	\$400,966	Executive Dir.	\$68,354	\$61,027	2024
South Texas Human Rights Center Inc	TX	\$283,213	Board Treasurer	\$23,333	\$24,133	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Smex Usa Inc	DC	\$282,710	Ceo And Vice President Of The Board	\$22,000	\$19,961	2024
Joseph And Evelyn Lowery Institute	GA	\$410,128	Ceo/presiden	\$85,000	\$88,367	2024
Operation Broken Silence	TN	\$413,074	Executive Dir.	\$50,000	\$54,341	2024
Project Suma Inc	GA	\$277,482	Intl Director	\$36,996	\$38,462	2024
Africa School Assistance Project	CO	\$276,789	Executive Director	\$90,600	\$89,824	2024
Inhr	MI	\$273,808	Mr	\$9,555	\$10,498	2023
Identify Inc	GA	\$268,339	Director	\$78,000	\$83,485	2023
Ensaaf	CA	\$425,623	Co-director / Secretary Of Board	\$20,337	\$18,158	2024
Bay Area Anti-trafficking Coalition	CA	\$256,892	President	\$120,200	\$107,316	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	30 organizations. Compensation range \$7,473–\$160,445; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$345,598); for reference, expenses \$279,468 and assets \$351,711.
ROLE MATCH	Suzette Volcy, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	30 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	30 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 (Suzette Volcy) 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 30 similarly situated organizations (Same NTEE sector (Q70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,400 is reasonable (approximately the 30th 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.