

Raes Hope Inc

Executive Director / CEO

EIN 208743343

TX · NTEE O99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela Fields, Executive Director / CEO** (\$18,225) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Angela Fields — 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 (O99).

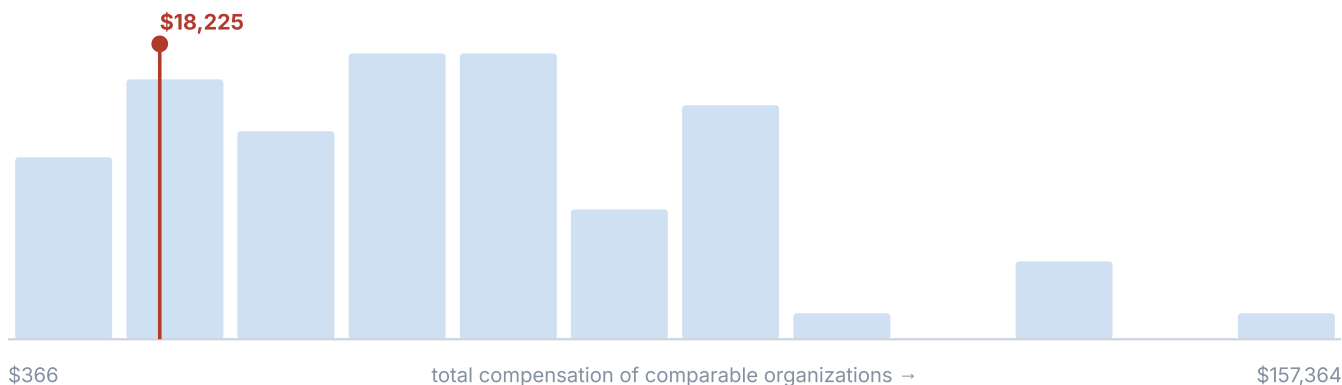
BUDGET Total revenue between \$216,849 and \$485,484 — 0.67x to 1.50x the subject's \$323,656 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,980	\$24,615	\$50,589	\$69,214	\$89,271	\$18,225
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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
Free To Be	CA	\$318,324	Executive Dir.	\$80,000	\$65,348	2025
Southern Rhode Island Youth Hockey Association	RI	\$329,401	Director	\$15,400	\$13,969	2025
Youth Opportunities Development	PA	\$333,633	Executive Dir.	\$60,000	\$59,815	2023
Youth For A Better Future	IL	\$312,309	Executive Director	\$64,000	\$61,095	2024
Kids In Focus	AZ	\$335,244	Interim Executive Director	\$64,552	\$60,281	2024
Pathways Core Training Inc	TX	\$335,776	Executive Director	\$87,130	\$87,130	2023
Room Redux	TX	\$301,149	Ceo	\$48,000	\$48,000	2023
Mulberry International	KY	\$347,266	Executive Director	\$48,900	\$49,699	2025
Avenue941 Inc	FL	\$347,323	Executive Director	\$71,142	\$64,895	2024
Lexington Fraternal Order Of	KY	\$347,585	President	\$5,000	\$5,217	2024
So Kids Soar	DC	\$347,935	Executive Dir.	\$104,615	\$91,774	2023
Bethpage Discovery Program Inc	NY	\$348,657	Director	\$15,358	\$13,874	2023
Yours Ministry	VA	\$350,896	President/treasurer	\$60,000	\$56,253	2024
Run Minnesota	MN	\$352,201	Executive Director	\$56,135	\$53,859	2024
Cactus League Baseball Association Inc	AZ	\$353,986	Executive Director - Nonvoting	\$133,350	\$128,206	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fathers And Families Coalition	UT	\$357,457	Executive Director	\$35,699	\$34,563	2025
Made For More Foundation Inc	FL	\$359,152	President	\$76,231	\$69,537	2024
Dream Big Basketball Academy	NC	\$359,535	Executive Director	\$50,400	\$50,567	2024
Two Cranes Institute	WA	\$359,544	President & Exec.	\$67,000	\$58,247	2024
Dream Company	HI	\$286,991	President/secretary/direct	\$19,530	\$17,480	2023
Childrens Justice And Advocacy Center	IN	\$284,683	Executive Director	\$42,124	\$44,408	2023
Girls On The Run 334	NJ	\$283,331	Council Director	\$57,145	\$49,543	2024
Palmisano Foundation Inc	LA	\$367,661	Executive Director	\$73,793	\$78,900	2024
Mnc 1240 Valencia Inc	CA	\$368,991	Treasurer	\$35,919	\$31,006	2023
Michael's Daughter Foundation	CA	\$369,362	President	\$14,000	\$12,085	2023

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

■ Sample, role match & sensitivity

PEER COUNT 66 organizations. Compensation range \$366–\$157,364; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$323,656); for reference, expenses \$145,347 and assets \$286,791. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Angela Fields, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	18 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 (Angela Fields) 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 66 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,225 is reasonable (approximately the 18th 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.