

A Glimmer Of Hope Inc

Executive Director / CEO

EIN 251627978

PA · NTEE H122

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Diana Napper, Executive Director / CEO** (\$17,800) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations **below the typical range for comparable organizations**

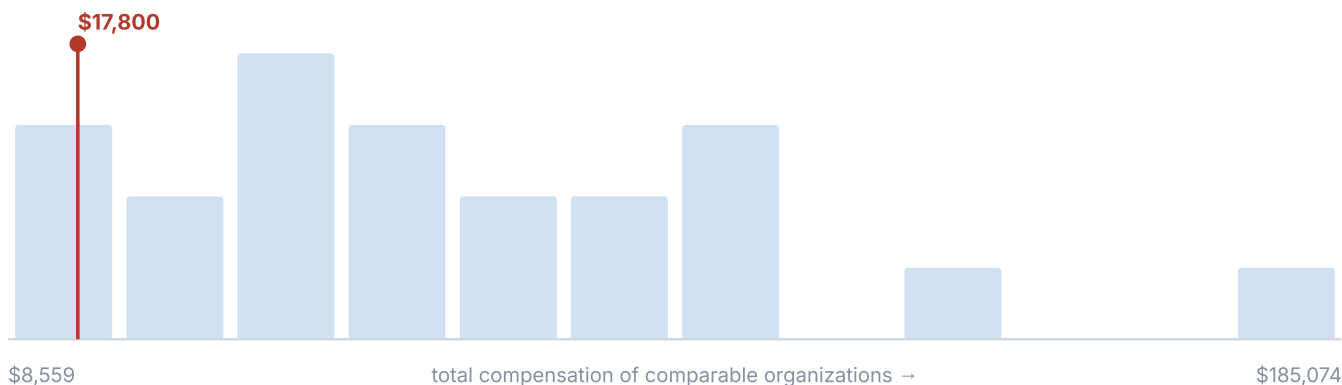
Benchmarked executive: Diana Napper — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H122).
BUDGET	Total revenue between \$171,895 and \$384,840 — 0.67x to 1.50x the subject's \$256,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (H12), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,698	\$45,000	\$59,294	\$96,587	\$106,336	\$17,800
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$17,800



■ 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 PA 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
The Maui Ola Foundation	CA	\$243,078	Executive Dir.	\$61,101	\$52,907	2023
Reed Gastrointestinal Oncology Research	AL	\$236,157	Executive Director	\$75,000	\$81,250	2023
Asxl Rare Research Endowment Foundation	ME	\$283,786	Executive Director	\$105,900	\$106,336	2023
The Norma Livingston Ovarian Cancer	AL	\$284,799	Executive Director	\$79,417	\$86,035	2023
Cody Dieruf Foundation	MT	\$224,998	Exec. Director	\$59,965	\$62,959	2024
Albie Aware Inc	CA	\$288,875	Executive Director	\$111,546	\$96,587	2023
Caroline Symmes Inc	IN	\$290,676	President	\$8,333	\$8,559	2024
Sugar Ray Leonard Foundation	CA	\$302,891	Executive Director	\$96,000	\$80,741	2024
Have A Ball Foundation Inc	CA	\$207,433	President	\$70,500	\$59,294	2024
Larry Burkett Foundation Inc	GA	\$309,567	Ceo	\$36,000	\$35,256	2024
Hannah's Hope For Giant Axonal	NY	\$198,405	Executive Di	\$210,279	\$185,074	2024
Wescoe Foundation For Pulmonary Fibrosis	PA	\$196,214	Executive Director	\$45,000	\$45,000	2023
Breast Cancer Fund Of Ohio	OH	\$192,679	Executive Di	\$22,002	\$22,698	2024
The Wunderglo Foundation	CA	\$191,435	President/exec.	\$60,000	\$50,464	2024
New England Parkinsons Ride	NH	\$330,154	Executive Director	\$108,500	\$97,581	2024
Childrens Skin Disease Foundation	CA	\$331,103	Executive Dir.	\$54,966	\$46,229	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Ryan Anthony Foundation	TX	\$331,591	Exec. Dir./p	\$48,000	\$48,148	2023
Asbestos Disease Awareness Organization Inc	CA	\$332,179	President	\$120,000	\$100,926	2024
Solving Kids' Cancer Inc	NY	\$333,401	Former Exec	\$157,018	\$138,197	2024
Team Bright Side Inc	IL	\$368,815	Vice President	\$27,000	\$26,618	2023
Emily Whitehead Foundation	PA	\$369,089	President	\$12,000	\$12,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	21 organizations. Compensation range \$8,559–\$185,074; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$256,560); for reference, expenses \$166,329 and assets \$1,073,189.
ROLE MATCH	Diana Napper, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	10th
Total compensation (D + F), as reported (no adjustments)	10th

 Reportable pay only (column D), adjusted
10th

 All sources (D + E + F), adjusted
10th

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 (Diana Napper) 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 21 similarly situated organizations (Same NTEE sector (H12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,800 is reasonable (approximately the 10th 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 10, 2026.