

# Could You

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christine Garde Denning, Executive Director / CEO** (\$71,000) against **every comparable organization** that fit the selection criteria — **226** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

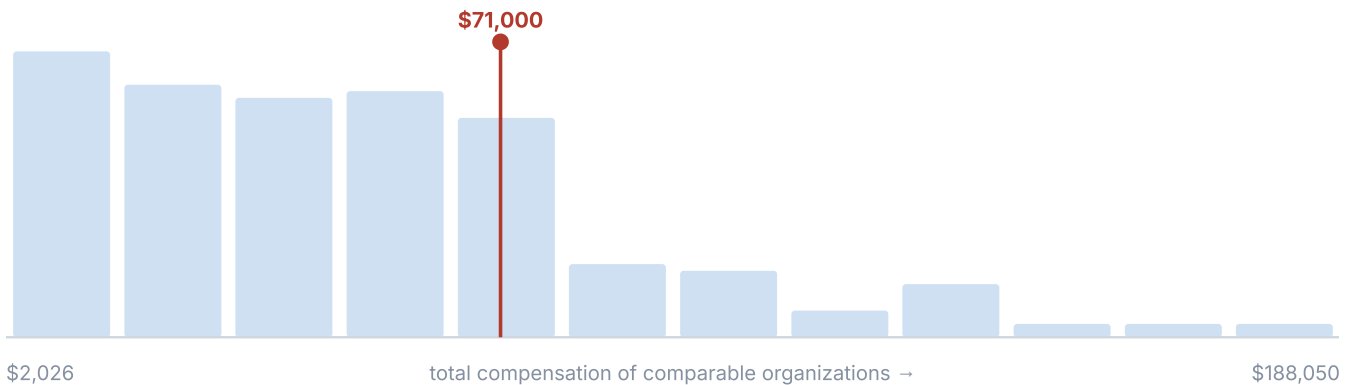
**Benchmarked executive:** Christine Garde Denning — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$217,179 and \$486,222 — 0.67x to 1.50x the subject's \$324,148 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**226** organizations qualified on sector, size, and geography → **226** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,269	\$24,589	\$45,276	\$68,717	\$100,915	\$71,000
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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 NY 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="#">Helping Oppressed People Everywhere</a>	TX	\$323,194	Director	\$57,313	<b>\$65,319</b>	2023
<a href="#">Leaving A Positive Legacy Inc</a>	FL	\$322,984	Executive Director (Former)	\$65,300	<b>\$69,892</b>	2023
<a href="#">Airline Ambassadors International Inc</a>	NY	\$322,945	Vice Chairman, Secretary	\$15,000	<b>\$15,000</b>	2024
<a href="#">Give Hope 2 Kids</a>	MN	\$326,129	President & Ceo	\$22,815	<b>\$25,685</b>	2023
<a href="#">Develop Sustainability</a>	OR	\$326,257	Director	\$46,800	<b>\$49,517</b>	2023
<a href="#">Guatemala Deaf Ministries</a>	CA	\$321,509	Vice President	\$32,875	<b>\$31,415</b>	2024
<a href="#">Future Generation International</a>	SC	\$327,203	Found	\$4,250	<b>\$4,907</b>	2024
<a href="#">Segner Ministries Inc</a>	TX	\$327,437	Executive Dir.	\$50,595	<b>\$56,008</b>	2024
<a href="#">Alternia Inc</a>	GA	\$327,529	Executive Dir.	\$11,649	<b>\$13,345</b>	2023
<a href="#">Mission House Partners International Inc</a>	GA	\$328,385	Executive Director	\$33,500	<b>\$38,377</b>	2023
<a href="#">World Of Difference Inc</a>	UT	\$328,540	Director	\$100,000	<b>\$113,263</b>	2024
<a href="#">Faith Hope And Charity Inc</a>	CA	\$329,606	Secretary/treasurer	\$25,200	<b>\$24,792</b>	2023
<a href="#">30 Hearts</a>	OH	\$329,668	Chair	\$61,992	<b>\$74,808</b>	2023
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$11,467</b>	2024
<a href="#">Deep Time Journey Network</a>	NJ	\$318,272	President	\$65,000	<b>\$64,224</b>	2024
<a href="#">Bread Of Hope Inc</a>	GA	\$330,360	Director	\$77,000	<b>\$85,679</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Beyond The Orphanage Foundation Inc</a>	VT	\$316,581	Chief Executive Officer	\$29,621	<b>\$32,994</b>	2024
<a href="#">Medreach Inc</a>	AL	\$316,399	Sec/treasure	\$2,203	<b>\$2,712</b>	2023
<a href="#">Bridges Of Hope International</a>	CA	\$332,038	President	\$112,857	<b>\$111,031</b>	2023
<a href="#">She Is More Than Inc</a>	FL	\$315,034	Executive Director	\$40,354	<b>\$43,192</b>	2023
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$5,734</b>	2024
<a href="#">Edens Rose Foundation</a>	NY	\$310,108	Executive Director	\$68,312	<b>\$68,312</b>	2024
<a href="#">Gathering Hearts For Honduras</a>	OK	\$309,467	President	\$42,000	<b>\$51,180</b>	2024
<a href="#">Champions In Action Inc</a>	TX	\$309,045	Board Chairm	\$10,000	<b>\$11,070</b>	2024
<a href="#">Inventions For Good Inc</a>	NC	\$309,009	Executive Director	\$13,500	<b>\$15,437</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2024 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 NY 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

PEER COUNT	226 organizations. Compensation range \$2,026–\$188,050; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$324,148); for reference, expenses \$432,239 and assets \$81,472.
ROLE MATCH	Christine Garde Denning, reported title "CEO", 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** 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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**

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 (Christine Garde Denning) 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 226 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,000 is reasonable (approximately the 76<sup>th</sup> 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.