

# Rural Orphan's And Widows Aids Network

Executive Director / CEO

EIN 263224919  
 CO · NTEE Q33  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Kelsey Hargadine, Executive Director / CEO** (\$14,588) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

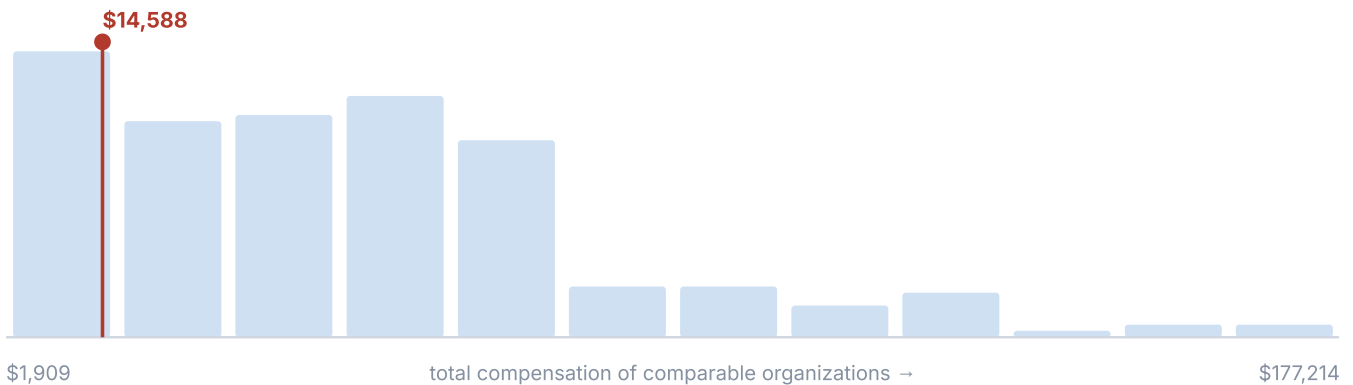
**Benchmarked executive:** Kelsey Hargadine — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$203,122 and \$454,752 — 0.67x to 1.50x the subject's \$303,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**216** organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,211	\$22,599	\$42,282	\$62,963	\$91,382	<b>\$14,588</b>
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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 CO 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="#">Gocare Inc</a>	CA	\$302,675	President	\$44,000	<b>\$40,794</b>	2023
<a href="#">Water &amp; Light</a>	OR	\$302,240	President	\$51,755	<b>\$50,124</b>	2024
<a href="#">Restoring Hope International Inc</a>	IA	\$301,869	Director	\$58,605	<b>\$66,921</b>	2024
<a href="#">Aids Orphans And Street Children Inc</a>	FL	\$305,117	Secretary-treasurer	\$6,000	<b>\$5,878</b>	2024
<a href="#">Humanity</a>	TN	\$305,307	President	\$29,100	<b>\$31,900</b>	2024
<a href="#">New Hope For Cambodian Children</a>	TX	\$305,993	President	\$32,075	<b>\$32,598</b>	2025
<a href="#">Pastoralist Child Foundation</a>	NJ	\$299,989	President	\$6,375	<b>\$5,936</b>	2024
<a href="#">Rise Together International Inc</a>	NC	\$299,336	President	\$16,200	<b>\$17,973</b>	2023
<a href="#">Global Hope</a>	TX	\$308,463	Executive Director	\$117,034	<b>\$122,091</b>	2024
<a href="#">Field Of Hope</a>	IA	\$308,965	Executive Director	\$66,500	<b>\$78,178</b>	2023
<a href="#">Inventions For Good Inc</a>	NC	\$309,009	Executive Director	\$13,500	<b>\$14,547</b>	2024
<a href="#">Champions In Action Inc</a>	TX	\$309,045	Board Chairm	\$10,000	<b>\$10,432</b>	2024
<a href="#">Gathering Hearts For Honduras</a>	OK	\$309,467	President	\$42,000	<b>\$48,231</b>	2024
<a href="#">Edens Rose Foundation</a>	NY	\$310,108	Executive Director	\$68,312	<b>\$64,376</b>	2024
<a href="#">Sanitation And Health Rights In India</a>	LA	\$295,850	Founding Dir.	\$48,500	<b>\$55,695</b>	2024
<a href="#">Mobilization Resources</a>	AL	\$292,269	Executive Director	\$22,000	<b>\$24,787</b>	2024
<a href="#">Adopt A Family Foundation</a>	CA	\$314,408	Ceo/chair	\$6,000	<b>\$5,403</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">She Is More Than Inc</a>	FL	\$315,034	Executive Director	\$40,354	<b>\$40,703</b>	2023
<a href="#">Medreach Inc</a>	AL	\$316,399	Sec/treasure	\$2,203	<b>\$2,555</b>	2023
<a href="#">Beyond The Orphanage Foundation Inc</a>	VT	\$316,581	Chief Executive Officer	\$29,621	<b>\$31,093</b>	2024
<a href="#">Gc Ministries Inc</a>	NC	\$289,428	Officer	\$56,000	<b>\$62,127</b>	2023
<a href="#">Deep Time Journey Network</a>	NJ	\$318,272	President	\$65,000	<b>\$60,523</b>	2024
<a href="#">Hope Filled Hearts 4 Africa Inc</a>	CA	\$318,590	President	\$12,000	<b>\$10,806</b>	2024
<a href="#">Project R12</a>	TN	\$286,284	Co-founder P	\$18,000	<b>\$19,732</b>	2024
<a href="#">Zimele Usa A Nj Nonprofit Corporation</a>	NJ	\$285,114	Executive Director	\$50,417	<b>\$46,945</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	216 organizations. Compensation range \$1,909–\$177,214; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$303,168); for reference, expenses \$302,262 and assets \$94,986.
ROLE MATCH	Kelsey Hargadine, reported title <i>"President"</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	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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	18 <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 (Kelsey Hargadine) 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 216 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,588 is reasonable (approximately the 18<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 10, 2026.