

# Annie Moses Ministries

Executive Director / CEO

EIN 264223554

TN · NTEE O50

FY ending 2021-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Annie Dupre, Executive Director / CEO** (\$28,444) against **every comparable organization** that fit the selection criteria — **491** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

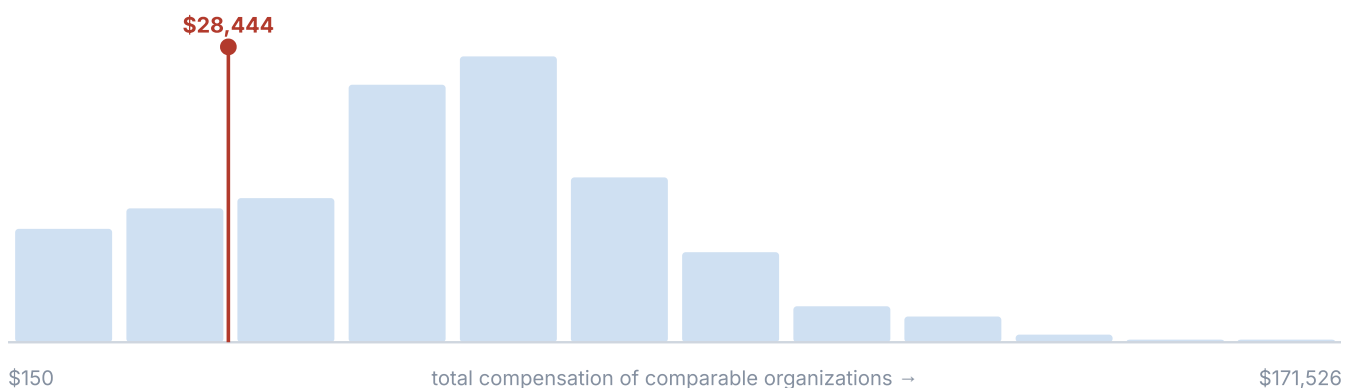
**Benchmarked executive:** Annie Dupre — reported title “DIR AND TREAS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

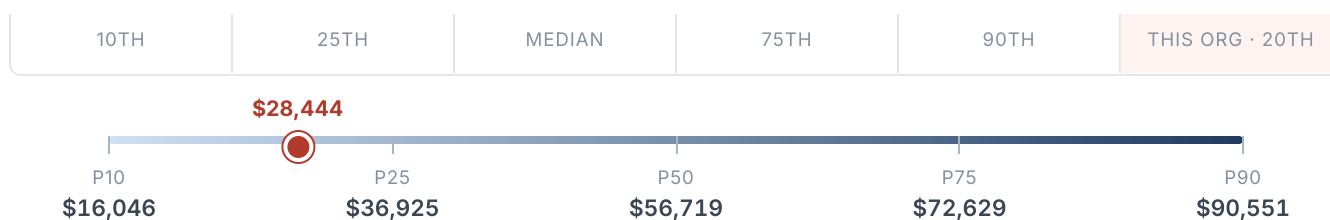
SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$304,537 and \$681,801 — 0.67x to 1.50x the subject's \$454,534 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**491** organizations qualified on sector, size, and geography → **491** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$16,046</b>	<b>\$36,925</b>	<b>\$56,719</b>	<b>\$72,629</b>	<b>\$90,551</b>	<b>\$28,444</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 TN 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="#">Kids In Need Of Mchenry County Inc</a>	IL	\$454,795	Executive Dir.	\$48,385	<b>\$39,094</b>	2024
<a href="#">Team Kids Inc</a>	CA	\$455,402	Ceo	\$67,538	<b>\$49,345</b>	2023
<a href="#">Rise Up Reno Prevention Network</a>	KS	\$455,424	Executive Di	\$54,284	<b>\$48,198</b>	2024
<a href="#">Shining Light Community Outreach Foundation</a>	VA	\$453,523	Wump Director	\$36,679	<b>\$29,106</b>	2024
<a href="#">Brothers And Sisters Emerging</a>	PA	\$452,617	President And Ceo	\$96,085	<b>\$81,076</b>	2023
<a href="#">Youth Incorporated</a>	TN	\$452,526	Executive Director	\$55,000	<b>\$47,514</b>	2024
<a href="#">Girls On The Run Las Vegas</a>	NV	\$456,919	Executive Dir.	\$90,945	<b>\$72,990</b>	2025
<a href="#">Whole Human Project</a>	CO	\$451,844	Executive Dir	\$123,259	<b>\$97,135</b>	2024
<a href="#">Adventure Works Of Dekalb</a>	IL	\$457,343	Executive Di	\$98,032	<b>\$79,208</b>	2024
<a href="#">The Rock Center</a>	CO	\$457,880	Executive Dir.	\$89,816	<b>\$70,780</b>	2024
<a href="#">Girls On The Run Of Central Ohio</a>	OH	\$458,015	Council Director	\$67,662	<b>\$58,898</b>	2024
<a href="#">Guidance Life Skills And Mentoring Inc</a>	IN	\$450,826	Executive Director	\$33,806	<b>\$30,165</b>	2023
<a href="#">Save Girls On Fyer Inc</a>	CT	\$458,759	President, Ceo	\$90,000	<b>\$71,401</b>	2023
<a href="#">Project Kindred Inc</a>	WI	\$450,053	Executive Dir Through December 2023	\$90,000	<b>\$77,248</b>	2024
<a href="#">Genesis Inc</a>	IA	\$449,883	Executive Director	\$79,262	<b>\$71,326</b>	2024
<a href="#">Camp Kidwell</a>	MI	\$448,721	Camp Directo	\$39,572	<b>\$33,569</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Girls On The Run Worcester County Inc</a>	MA	\$448,248	Executive Director	\$49,269	<b>\$37,462</b>	2023
<a href="#">Boise Youth Sports Complex Inc</a>	ID	\$447,075	President	\$9,020	<b>\$8,119</b>	2023
<a href="#">Upstate Institute Of Youth Programs</a>	SC	\$446,212	Ceo	\$62,540	<b>\$53,621</b>	2024
<a href="#">Resources To Inspire Students &amp; Educators-dc</a>	DC	\$462,921	Executive Director	\$95,000	<b>\$70,538</b>	2023
<a href="#">Communities In School Of Greenbrier</a>	WV	\$463,401	Executive Dir.	\$75,210	<b>\$68,903</b>	2023
<a href="#">Girls Embracing Mothers Inc</a>	TX	\$463,500	Chair And President	\$89,160	<b>\$73,300</b>	2024
<a href="#">Mill Town Foundation</a>	SC	\$463,666	Director	\$8,730	<b>\$7,485</b>	2024
<a href="#">Club Esteem Inc</a>	FL	\$463,856	Executive Director	\$88,490	<b>\$68,320</b>	2024
<a href="#">Joe's Place Ministries</a>	OR	\$464,999	Executive Di	\$60,262	<b>\$45,993</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2021 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 TN 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** 491 organizations. Compensation range \$150–\$171,526; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$454,534); for reference, expenses \$403,593 and assets \$61,858.

**ROLE MATCH** Annie Dupre, reported title "*DIR AND TREAS*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

**board should confirm this is a comparable role.**

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	20 <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 (Annie Dupre) 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 491 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,444 is reasonable (approximately the 20<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.