

African Hope Fund Inc

Executive Director / CEO

EIN 264484055

CA · NTEE C99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amber Laney, Executive Director / CEO** (\$35,500) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

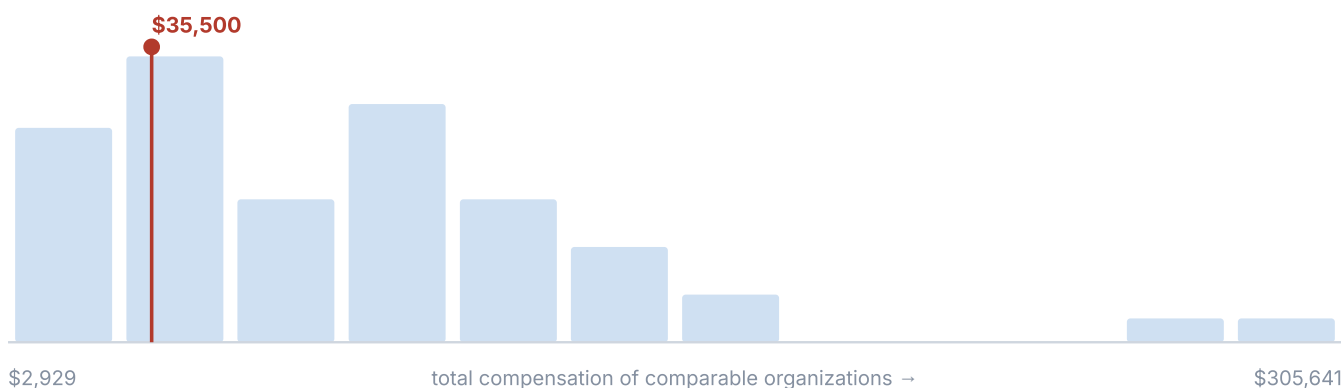
Benchmarked executive: Amber Laney — reported title “OPERATIONS MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (C99).
- BUDGET** Total revenue between \$201,466 and \$451,045 — 0.67x to 1.50x the subject's \$300,697 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,689	\$40,569	\$75,812	\$112,493	\$137,317	\$35,500
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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 CA 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
Portland Harbor Community Coalition	OR	\$300,429	Executive Director	\$45,224	\$50,073	2023
Wilderness Louisville Inc	KY	\$302,359	Executive Director	\$91,749	\$114,154	2024
The Resource Exchange	PA	\$303,956	Executive Director Ceo	\$47,168	\$54,473	2024
Citizens For Nuclear Technology Awareness	SC	\$296,011	Current Exec Dir	\$62,750	\$75,812	2024
Montana Conservation Society	MT	\$285,400	Executive Director	\$110,000	\$137,317	2024
Bee The World Corp	TX	\$280,446	President	\$2,593	\$3,004	2024
808 Cleanups	HI	\$278,781	Executive Director	\$43,200	\$44,791	2024
The Houston Parks Board Foundation	TX	\$331,722	Hpb President & Ceo	\$29,230	\$33,861	2024
Wilderness Volunteers Giving Something Back	AZ	\$269,117	Executive Director	\$69,457	\$77,358	2024
Pacific Beach Coalition	CA	\$265,137	President	\$52,000	\$52,000	2024
Valley Advocates For	ID	\$339,513	Executive Di	\$102,141	\$125,832	2024
Live Green Connecticut Inc	CT	\$260,833	President	\$137,500	\$153,710	2023
Bethesda Green Inc	MD	\$341,433	Executive Director	\$119,508	\$129,390	2024
Grand Island Area Clean Community	NE	\$343,860	Executive Di	\$81,649	\$101,700	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Havens Harvest Inc	CT	\$350,790	Executive Director	\$90,884	\$98,684	2024
Ohio River Way	OH	\$248,751	Executive Dir.	\$38,262	\$46,931	2024
Ecological Options Network	CA	\$244,731	President	\$22,934	\$22,934	2024
Otsego County Economic Alliance Inc	MI	\$243,519	Executive Director	\$90,060	\$110,831	2023
Natural Streams Foundation Inc	PA	\$242,875	President And Ceo	\$35,069	\$40,500	2024
Eastrail Partners	WA	\$240,542	Executive Director	\$118,483	\$126,476	2023
Sovereign Energy	NM	\$238,491	Executive Director	\$11,538	\$14,796	2023
The Ike Foundation	NJ	\$235,402	Trustee	\$253,000	\$261,596	2024
The Mid-atlantic Chapter Of The Intl Society Of Ar	VA	\$369,824	Executive Director	\$71,395	\$82,190	2023
Truckee Dirt Union	CA	\$370,119	Employee	\$12,325	\$12,689	2023
Mo Hives Kc	MO	\$230,471	Executive Director	\$34,900	\$42,808	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 51 organizations. Compensation range \$2,929–\$305,641; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$300,697); for reference, expenses \$242,822 and assets \$140,252.
ROLE MATCH	Amber Laney, reported title " <i>OPERATIONS MANAGER</i> ", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	20 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 (Amber Laney) 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 51 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,500 is reasonable (approximately the 24th 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.