

International Orphan Support Inc

Executive Director / CEO

EIN 270543820

FL · NTEE Q33

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joshua Hanson, Executive Director / CEO** (\$46,860) against **every comparable organization** that fit the selection criteria — **249** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

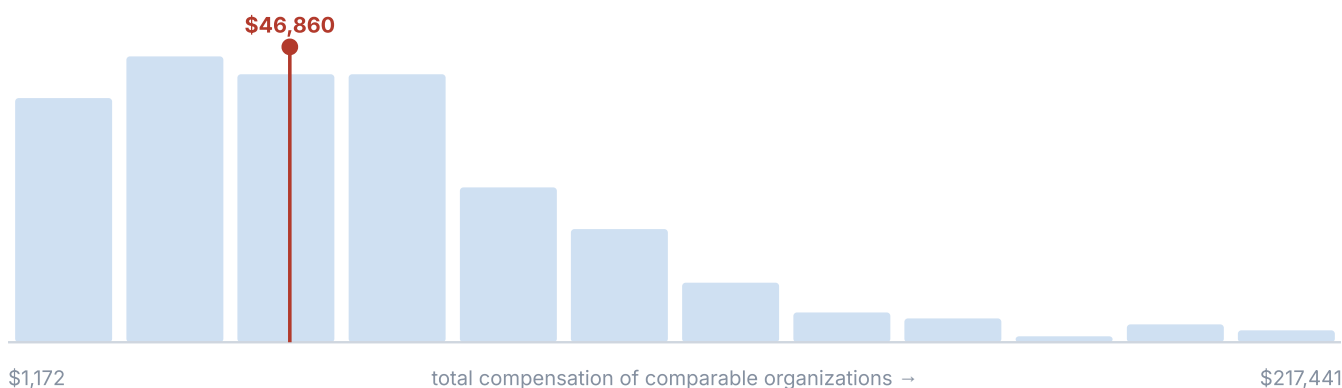
Benchmarked executive: Joshua Hanson — reported title “Vice-President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$326,458 and \$730,876 — 0.67x to 1.50x the subject's \$487,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

249 organizations qualified on sector, size, and geography → **249** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,173	\$29,201	\$52,328	\$77,431	\$108,826	\$46,860
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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 FL 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
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$71,786	2024
Kudvumisa Foundation Usa Inc	PA	\$486,734	Board Member And Program Director	\$63,000	\$64,959	2024
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$90,163	2024
Door Of Hope	MI	\$489,108	Ceo	\$19,150	\$20,437	2024
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$127,149	2024
One By One	TN	\$483,396	Ceo, Founder	\$71,783	\$78,016	2024
Accessible Hope International	IL	\$482,596	President & Ceo	\$100,559	\$99,582	2025
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$35,747	2023
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$84,082	2024
Christian Missions Unlimited	AL	\$482,332	Executive Director	\$64,925	\$74,664	2023
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$27,747	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$37,568	2024
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$22,367	2023
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$16,523	2023
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$63,699	2024
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$96,678	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$46,312	2024
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$61,691	2023
Children Of Uganda	WV	\$495,995	Executive Di	\$83,479	\$96,215	2023
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$14,372	2023
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$31,007	2024
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$138,230	2024
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$60,122	2024
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$38,640	2023
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$57,434	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 249 organizations. Compensation range \$1,172–\$217,441; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$487,251); for reference, expenses \$427,743 and assets \$137,405.

ROLE MATCH Joshua Hanson, reported title "*Vice-President*", 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	4 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	43 rd

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 (Joshua Hanson) 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 249 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,860 is reasonable (approximately the 45th 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.