

Deaf Child Hope International

Executive Director / CEO

EIN 272148175

NE · NTEE P82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan King, Executive Director / CEO** (\$65,100) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Jonathan King — 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 (P82).

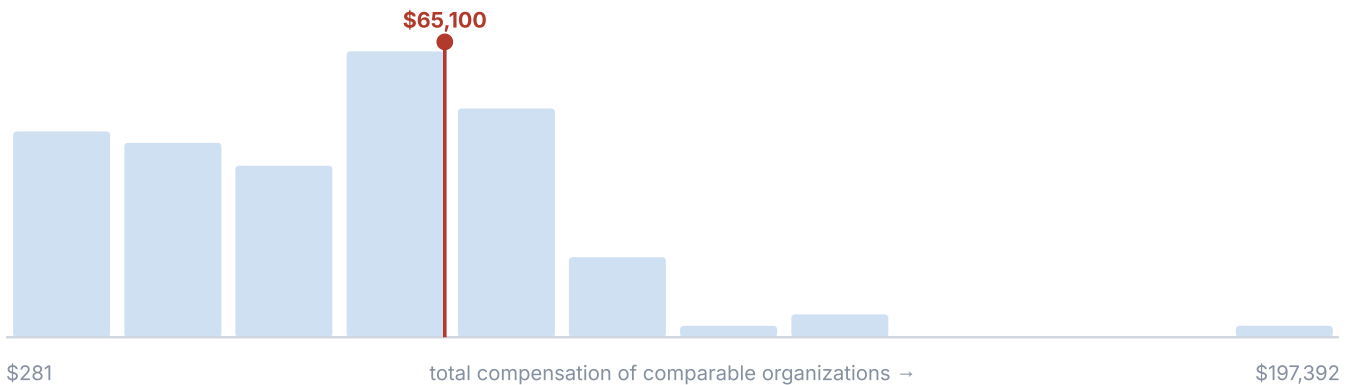
BUDGET Total revenue between \$244,049 and \$546,379 — 0.67x to 1.50x the subject's \$364,253 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

106 organizations qualified on sector, size, and geography

→ **106** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,081	\$28,322	\$51,573	\$70,582	\$83,637	\$65,100
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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 NE 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
Albert Gallatin Human Service	PA	\$366,620	Executive Di	\$22,313	\$19,576	2025
Revision Project Inc	CA	\$367,301	Director	\$74,375	\$59,711	2023
Cmrs Whitefield Inc	NH	\$369,195	President & Ceo	\$32,010	\$26,692	2024
Neurologic Music Therapy Services Of Arizona	AZ	\$355,792	Executive Director	\$33,878	\$29,423	2024
People First Wisconsin Inc	WI	\$353,704	Executive Director	\$29,640	\$27,955	2024
Integrated Living Opportunities	DC	\$353,003	Executive Director	\$76,610	\$60,712	2024
Footprints Of The Son Inc	FL	\$349,751	Executive Director	\$18,755	\$16,381	2023
Achievement Center Of Texas Inc	TX	\$347,328	Executive Director	\$69,464	\$62,751	2024
Arc Of West Central Colorado	CO	\$346,896	Founder/executive Director	\$107,211	\$92,838	2024
Playing For Others Inc	NC	\$346,815	Executive Dir.	\$99,400	\$92,752	2024
Citizens For Independence And Access Inc	PA	\$346,467	Executive Director	\$91,648	\$84,974	2023
Ncia Foundation Inc	MD	\$342,006	President	\$11,815	\$10,270	2023
Jeffrey Foundation	CA	\$386,665	Pres./board	\$101,500	\$77,111	2025
Needs Of The Community Society	WA	\$340,160	Presidentex Director	\$55,200	\$44,631	2024
New Beginnings Community Center Inc	NY	\$338,954	President	\$12,100	\$9,874	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Autism Family Services Of Nj	NJ	\$338,599	Chief Executive Officer	\$14,749	\$11,892	2024
The King's Table Ministries	MI	\$337,621	Executive Di	\$58,221	\$54,270	2024
Nest Academy Rva	VA	\$337,063	Executive Director	\$77,115	\$67,242	2024
Fresh Start Of San Angelo	TX	\$392,337	Executive Director	\$62,400	\$56,370	2024
Independent Peer Socialization	CA	\$392,676	Director	\$104,400	\$81,412	2024
Parc Endowment Fund	FL	\$393,338	Trustee/parc President & Ceo	\$12,085	\$10,252	2024
The Arc Of Buncombe County Inc	NC	\$393,789	Executive Director	\$67,570	\$63,050	2024
Legacy Farms	VA	\$396,346	Executive Director	\$60,000	\$52,318	2024
Disabilitysa DbA Fiesta Especial	TX	\$396,835	Ceo & Exec Dir	\$81,654	\$73,762	2024
Lifetime Care Foundation For Jewish Disabled	NY	\$331,210	Ceo	\$2,247	\$1,888	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **106** organizations. Compensation range \$281–\$197,392; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$364,253); for reference, expenses \$342,185 and assets \$122,439.

ROLE MATCH	Jonathan King, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	68 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	58 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 (Jonathan King) 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 106 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,100 is reasonable (approximately the 68th 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.