

# Ray Of Hope Pregnancy Care Ministri

Executive Director / CEO

EIN 273252425  
 MO · NTEE P47  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tessy Fuller, Executive Director / CEO** (\$32,306) against the **2000** closest of **2,544** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

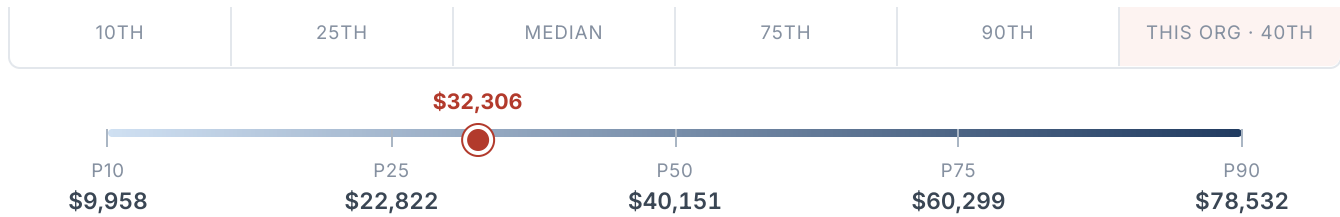
SECTOR	Organizations sharing the subject's NTEE classification (P47).
BUDGET	Total revenue between \$140,767 and \$315,150 — 0.67x to 1.50x the subject's \$210,100 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**2,544** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$9,958	\$22,822	\$40,151	\$60,299	\$78,532	<b>\$32,306</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 MO 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="#">Ministry To The Nations</a>	TN	\$210,096	Chaplain	\$62,000	<b>\$61,531</b>	2024
<a href="#">Kearney Buffalo County Casa</a>	NE	\$210,054	Executive Di	\$46,275	<b>\$48,380</b>	2023
<a href="#">Marriage Adventure Inc</a>	GA	\$210,041	President	\$42,500	<b>\$40,346</b>	2024
<a href="#">Harvest Family Life Ministries Hawaii</a>	HI	\$210,176	Executive Director	\$37,800	<b>\$31,952</b>	2024
<a href="#">American Credit Counseling Institute Inc</a>	PA	\$210,016	President	\$49,588	<b>\$48,068</b>	2023
<a href="#">Current Project</a>	NY	\$210,193	Executive Director	\$51,835	<b>\$44,224</b>	2024
<a href="#">Successful Children Learning Center li</a>	MD	\$210,269	President	\$33,203	<b>\$30,174</b>	2023
<a href="#">Equasion</a>	OH	\$210,318	Executive Di	\$26,400	<b>\$26,400</b>	2024
<a href="#">Mend On The Move</a>	MI	\$210,320	Executive Di	\$45,047	<b>\$45,196</b>	2023
<a href="#">Legacy Family Network Foundation</a>	OK	\$209,839	Ames	\$48,400	<b>\$50,318</b>	2024
<a href="#">Metro Apartments Inc</a>	MN	\$209,839	Executive Vice President	\$18,918	<b>\$18,171</b>	2023
<a href="#">Together We Achieve</a>	IA	\$209,805	President	\$33,000	<b>\$34,115</b>	2024
<a href="#">Licking Co Coalition Of Care</a>	OH	\$210,399	Executive Director	\$51,140	<b>\$52,651</b>	2023
<a href="#">Delaware Multicultural And Civic Organiz</a>	DE	\$210,427	President	\$27,347	<b>\$25,282</b>	2024
<a href="#">Beyond New Beginnings</a>	MN	\$209,746	Executive Director	\$50,001	<b>\$48,025</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Power Safe Place Resource Center Of Virginia</a>	VA	\$210,475	Executive Director	\$33,963	<b>\$31,876</b>	2023
<a href="#">Stop Trafficking Us</a>	ME	\$210,493	Director	\$22,416	<b>\$21,192</b>	2024
<a href="#">Tu Casa Latina</a>	NV	\$210,517	Executive Director	\$54,188	<b>\$52,798</b>	2023
<a href="#">Pregnancy Aid Inc Of Eastern</a>	MI	\$210,563	Executive Di	\$40,300	<b>\$39,273</b>	2024
<a href="#">Lane County Diaper Bank</a>	OR	\$209,574	Director	\$30,191	<b>\$26,471</b>	2024
<a href="#">Grandparents Raising Grandchildren</a>	FL	\$209,556	Executive Di	\$36,550	<b>\$32,418</b>	2024
<a href="#">Village On The Isle Foundation Inc</a>	FL	\$209,517	Chief Executive Officer	\$11,687	<b>\$10,672</b>	2023
<a href="#">Juniper Community Missions</a>	PA	\$210,693	President	\$16,800	<b>\$16,285</b>	2023
<a href="#">The Foster Care Council Of Lexky Inc</a>	KY	\$209,482	Executive Dir.	\$40,000	<b>\$41,773</b>	2023
<a href="#">Cochran County Senior Citizens Assn</a>	TX	\$210,719	Manager	\$42,000	<b>\$40,839</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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    **2000** organizations. Compensation range \$161–\$361,323; filing years 2021–2025.

SIZE BASIS     Matched on total revenue (\$210,100); for reference, expenses \$159,283 and assets \$353,410.

ROLE MATCH	Tessy Fuller, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	204 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Tessy Fuller) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,306 is reasonable (approximately the 40<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.