

# Hands Of Faith Ministries Inc

Executive Director / CEO

EIN 311257314

NE · NTEE P84Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joshua Yazzie, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Joshua Yazzie — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P84Z).

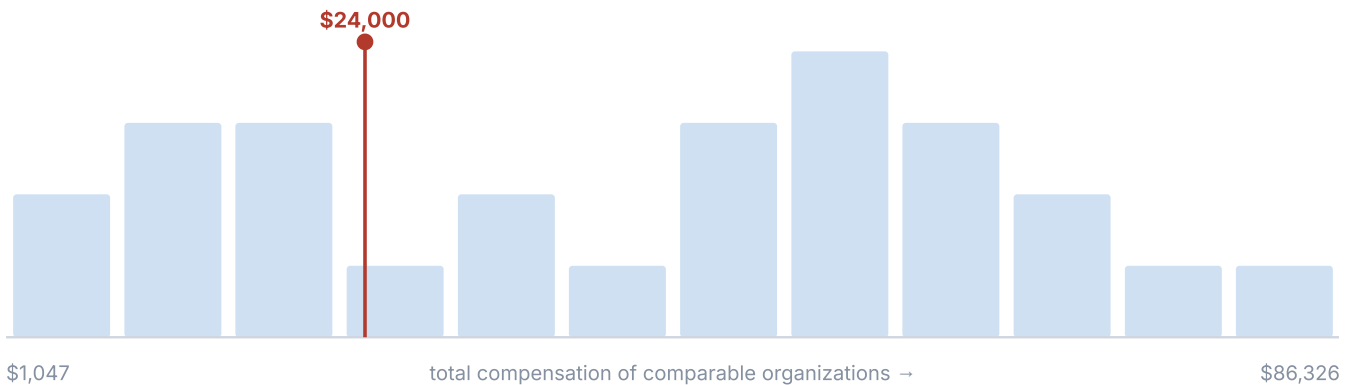
**BUDGET** Total revenue between \$125,685 and \$281,385 — 0.67x to 1.50x the subject's \$187,590 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,158

\$20,392

\$47,840

\$61,294

\$66,895

**\$24,000**



## ■ 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
<a href="#">Glacial Lakes Multicultural Center Inc</a>	SD	\$182,806	Director	\$1,020	<b>\$1,047</b>	2024
<a href="#">Abbas House Of Welcome</a>	TX	\$179,087	Executive Dir.	\$13,068	<b>\$12,154</b>	2024
<a href="#">Friends Of The International Institute</a>	WI	\$205,058	Executive Vice President	\$22,000	<b>\$21,993</b>	2023
<a href="#">American Steps Corp</a>	FL	\$206,258	Executive Director	\$96,000	<b>\$86,326</b>	2023
<a href="#">Austin Region Jfon</a>	TX	\$206,869	Executive Di	\$51,300	<b>\$47,711</b>	2024
<a href="#">Connecticut Immigrant &amp; Refugee</a>	CT	\$166,295	Former Executive Director	\$11,974	<b>\$10,438</b>	2024
<a href="#">Tu Casa Latina</a>	NV	\$210,517	Executive Director	\$54,188	<b>\$51,993</b>	2023
<a href="#">Hromada</a>	CA	\$214,081	Chief Financial Officer	\$2,000	<b>\$1,653</b>	2023
<a href="#">Immigration Community Center</a>	WA	\$159,038	Program Manager	\$34,000	<b>\$28,302</b>	2024
<a href="#">Ramapough Mountain Indians Inc</a>	NJ	\$217,243	Executive Dir.	\$64,000	<b>\$53,128</b>	2024
<a href="#">Student Clinic For Immigrant Justice Inc</a>	MA	\$147,159	Executive Director	\$60,231	<b>\$51,809</b>	2023
<a href="#">Overcomers Refugee Services</a>	NH	\$228,857	Executive Di	\$61,966	<b>\$54,769</b>	2023
<a href="#">Korean American Association Of Chicago</a>	IL	\$230,440	Vice President	\$22,300	<b>\$19,858</b>	2025
<a href="#">Unitedly</a>	CA	\$232,317	Board President And Ceo	\$80,385	<b>\$64,536</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hispanic Alliance Of Southeastern</a>	CT	\$233,962	Executive Dir.	\$48,385	<b>\$43,425</b>	2023
<a href="#">Connecticut Worker Center Inc</a>	CT	\$237,703	Executive Officer	\$55,101	<b>\$48,034</b>	2024
<a href="#">Home For Refugees Usa</a>	CA	\$242,109	Executive Director	\$82,500	<b>\$66,234</b>	2024
<a href="#">Hola Lakeway</a>	TN	\$248,347	Executive Director	\$31,200	<b>\$31,393</b>	2023
<a href="#">Project Alaska Inc</a>	AK	\$250,322	Executive Director	\$76,000	<b>\$67,556</b>	2024
<a href="#">Fulaa Lifeline International</a>	VA	\$252,157	Executive Director	\$20,303	<b>\$18,226</b>	2024
<a href="#">Partnership For Good Health</a>	OH	\$253,895	Executive Di	\$50,000	<b>\$47,968</b>	2025
<a href="#">Christian Immigration Advocacy Cent</a>	PA	\$265,637	President	\$34,585	<b>\$31,240</b>	2025
<a href="#">Polynesian Association Of Alaska Inc</a>	AK	\$272,041	President & Ceo	\$11,112	<b>\$9,877</b>	2024
<a href="#">Immigration Services Of Mountain View</a>	CA	\$276,240	President	\$90,692	<b>\$72,811</b>	2024
<a href="#">Newbridges Immigrant Resource</a>	VA	\$279,041	Executive Di	\$70,940	<b>\$63,684</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 26 organizations. Compensation range \$1,047–\$86,326; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$187,590); for reference, expenses \$195,457 and assets \$482,131.

**ROLE MATCH** Joshua Yazzie, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	27 <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 (Joshua Yazzie) 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 26 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 31<sup>st</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 10, 2026.