

Gabriel Project Of West Virginia

Executive Director / CEO

EIN 311504147

WV · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donna Hawkins, Executive Director / CEO** (\$42,990) against **every comparable organization** that fit the selection criteria — **116** 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

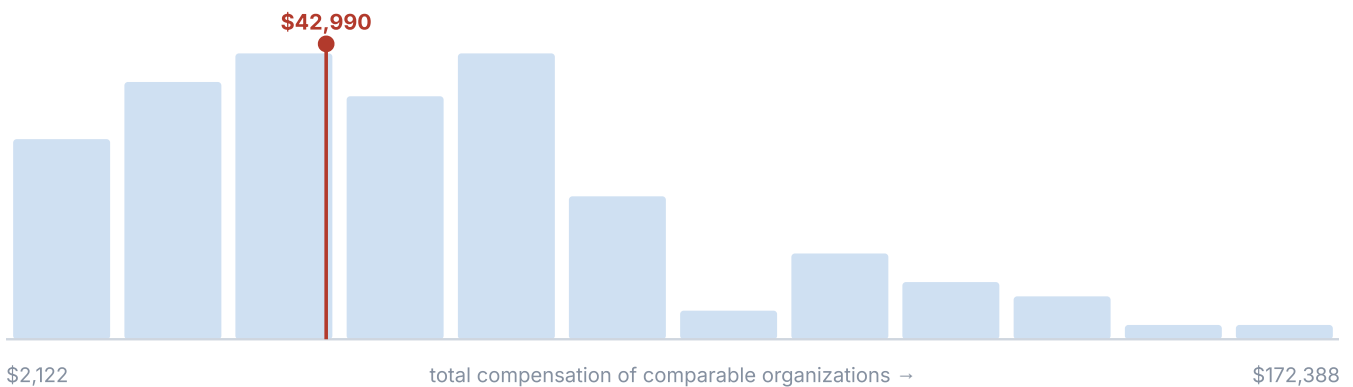
Benchmarked executive: Donna Hawkins — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$178,593 and \$399,837 — 0.67x to 1.50x the subject's \$266,558 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,012	\$28,830	\$48,833	\$70,743	\$109,155	\$42,990
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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 WV 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
Misty Mountain Family Enrichment	FL	\$266,918	Ceo/pres/sec	\$82,500	\$69,526	2024
Athens Parent Wellbeing Inc	GA	\$267,329	Executive Director	\$17,500	\$15,785	2024
Emerge Center For Social And Emotional Learning	CA	\$267,436	Executive Director	\$37,352	\$28,934	2024
Prairie Sky Counseling Center Inc	KS	\$264,693	Executive Director	\$130,261	\$126,243	2024
Families Reaching Into Each New Day Inc	RI	\$262,237	Pres./exec.dir.	\$19,500	\$16,774	2024
Terri Schiavo Life & Hope Network Inc	FL	\$261,768	President	\$74,896	\$63,118	2024
Motorcycle Relief Project	CO	\$271,716	President	\$32,200	\$28,516	2023
Achieve Counseling & Wellness	AZ	\$273,313	President Executive Director	\$69,254	\$59,749	2024
Red Bird Ministries Inc	LA	\$274,356	Founder/pres	\$14,414	\$14,238	2024
Three Trails Assessment & Resource	WY	\$275,377	Executive Dir.	\$41,766	\$40,121	2024
Ribbon Of Hope Inc	IN	\$275,691	Executive Director	\$78,124	\$73,908	2024
Lexington Christian Counseling	SC	\$276,019	President	\$85,688	\$80,194	2024
Positive Communication Practices Inc	CA	\$256,977	President	\$93,460	\$74,536	2023
Center For Early Childhood Connections	CA	\$256,654	Secretary And Co-executive Director	\$49,038	\$39,108	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Firecracker Foundation	MI	\$255,487	Co-director	\$43,776	\$41,731	2023
Michiana Biblical Counseling Center Inc	IN	\$254,975	Executive Director	\$57,015	\$53,937	2024
Living Scripture Institute	PA	\$254,423	President	\$13,962	\$12,490	2024
Concho Valley Biblical Counseling Center	TX	\$279,169	Director Of Operations	\$32,280	\$28,967	2024
Fields Of Grace Ministries Inc	GA	\$253,311	Executive Dir.	\$9,000	\$8,118	2024
Benji Project	WA	\$253,155	Executive Director	\$65,132	\$50,964	2025
Yesh Tikva Inc	CA	\$253,135	Executive Dir.	\$70,655	\$56,348	2023
Hepc Alliance Inc	MO	\$253,053	Executive Director	\$70,323	\$68,791	2023
Seneca Choices For Life Inc	GA	\$280,074	Executive Director	\$56,038	\$52,039	2023
Tides Inc	PA	\$280,678	Executive Director	\$63,162	\$56,505	2024
Chazkeinu	MD	\$251,725	Ceo	\$74,041	\$62,098	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 **116** organizations. Compensation range \$2,122–\$172,388; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$266,558); for reference, expenses \$199,114 and assets \$435,973.

ROLE MATCH	Donna Hawkins, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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)	36 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	44 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 (Donna Hawkins) 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 116 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,990 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 9, 2026.