

End Human Trafficking Inc

Executive Director / CEO

EIN 320611684

FL · NTEE P12

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Erin Collins, Executive Director / CEO** (\$96,830) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Erin Collins — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P12).

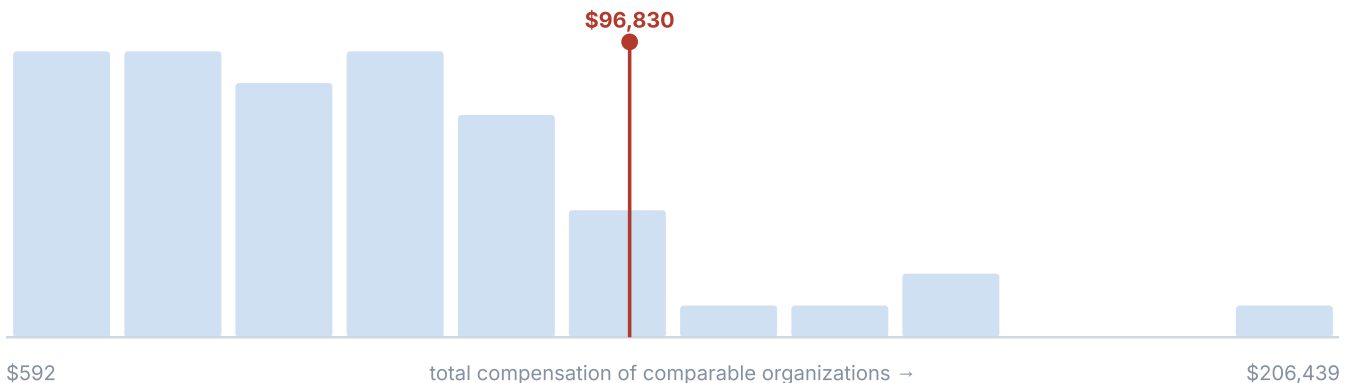
BUDGET Total revenue between \$207,244 and \$463,980 — 0.67x to 1.50x the subject's \$309,320 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,249	\$23,764	\$51,290	\$72,671	\$99,028	\$96,830
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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
Foster The Love Louisiana Inc	LA	\$314,688	Executive Director	\$40,000	\$46,886	2024
Adult Care Services Inc	AZ	\$324,907	President & Ed	\$133,658	\$140,873	2023
My Better Benefits	NY	\$293,590	Officer	\$12,600	\$12,120	2024
Sankofa House Inc	GA	\$290,339	President	\$39,912	\$41,617	2025
Texas Baptist Prisoner Family Ministry	TX	\$331,025	Executive Director	\$98,167	\$104,530	2024
Neighbor To Neighbor Massachusetts	MA	\$286,918	Executive Di	\$1,702	\$1,628	2024
Hope For Life	WA	\$332,945	Executive Director	\$100,420	\$98,531	2023
Morrison Foundation	OR	\$333,311	Chief Executive Officer	\$7,761	\$7,672	2024
Fostering Further	OH	\$283,116	Executive Director	\$54,708	\$61,681	2024
The Wintercare Energy Fund Inc	KY	\$339,524	Executive Director	\$62,966	\$72,011	2024
God's Vision For Haiti	MI	\$342,156	Executive Di	\$23,845	\$26,199	2024
Orange County Walk To Remember	CA	\$268,345	Director	\$89,175	\$81,968	2024
L E A D Foundation Inc	MI	\$265,877	Executive Director	\$50,340	\$56,944	2023
The Izzy Foundation	RI	\$265,754	Executive Director	\$83,019	\$84,738	2024
Mindful Communities Fund	TX	\$263,406	Exec Dir/pres.	\$93,000	\$99,028	2024
Friends Of Ruwenzori Foundation	CA	\$261,956	Executive Di	\$55,800	\$51,290	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Brandon Tolson Foundation Inc	MD	\$258,987	Executive Dir.	\$30,000	\$29,856	2024
Yoga Gives Back	CA	\$257,095	Executive Dir.	\$61,508	\$58,207	2023
New Freedom Project	AZ	\$361,674	President	\$96,154	\$98,437	2024
Olive Osmond Hearing Fund Inc	UT	\$251,897	Ceo	\$18,000	\$19,611	2024
Gp Made Foundation Inc	MO	\$251,724	Executive Director	\$34,175	\$39,668	2023
Jeremy Wilson Foundation The	OR	\$370,966	Executive Dir.	\$73,000	\$72,163	2024
Always Endure	TN	\$243,818	President/executive Director	\$60,000	\$67,135	2024
Digital Business Research Corp	NY	\$242,500	President	\$143,333	\$141,944	2023
The Angel Band Project	MO	\$241,104	Executive Director	\$64,423	\$74,779	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 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 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	51 organizations. Compensation range \$592–\$206,439; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$309,320); for reference, expenses \$219,243 and assets \$696,153.
ROLE MATCH	Erin Collins, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 13 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	84 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	63 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 (Erin Collins) 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 51 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,830 is reasonable (approximately the 84th 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.