

Homeland Preparedness Project

Executive Director / CEO

EIN 342028513
 TX · NTEE M20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Bill Ray, Executive Director / CEO** (\$79,310) against **every comparable organization** that fit the selection criteria — **38** 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

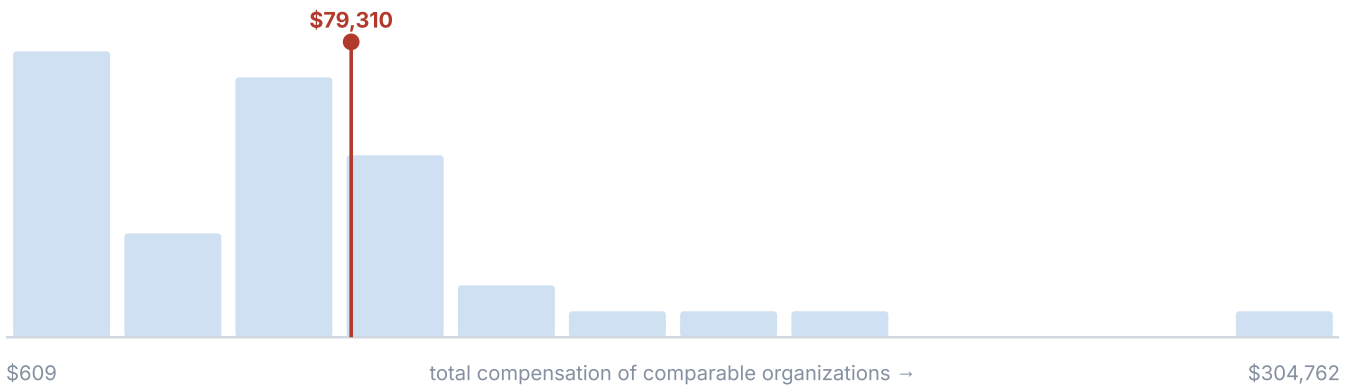
Benchmarked executive: Bill Ray — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M20).
BUDGET	Total revenue between \$271,396 and \$607,603 — 0.67x to 1.50x the subject's \$405,069 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,639	\$21,743	\$62,881	\$91,026	\$118,589	\$79,310
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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 TX 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
Louisiana Troopers Charities Inc	LA	\$407,070	Executive Director	\$13,798	\$15,189	2024
Rebuild Bay County Inc Fka Bay County Long Term Disaster Recov	FL	\$398,977	Executive Director	\$118,000	\$114,090	2023
Community Center Of St Bernard	LA	\$397,956	Executive Dir.	\$62,500	\$70,832	2023
Grace's Place Inc	MO	\$416,555	Executive Di	\$81,341	\$88,670	2023
Rebuilding Hope Inc	GA	\$421,993	Executive Director	\$55,858	\$57,805	2023
Yall Squad Incorporated	KY	\$426,692	Director	\$13,654	\$15,098	2023
Recovering Oklahomans After Disaster Inc	OK	\$432,295	President	\$66,000	\$72,652	2024
Coastal Alabama Partnership	AL	\$374,253	Executive Director	\$177,000	\$191,160	2024
Relevant Expeditions	MO	\$436,381	President	\$40,133	\$43,748	2023
Hostage Aid Worldwide Inc	DC	\$439,922	President	\$180,000	\$157,906	2024
Kenova Volunteer Fire Dept	WV	\$445,672	Treasurer	\$7,500	\$8,118	2024
District 6 Hospital Preparedness Planning Committe	IN	\$340,535	Business Operations Manager	\$89,208	\$94,046	2024
Solidarity Inc	PA	\$470,062	President	\$33,210	\$33,108	2024
Grassroots Aid Partnership Inc	NC	\$477,362	Executive Director	\$12,879	\$13,696	2023
Florida Emergency Preparedness	FL	\$479,466	Executive Di	\$100,000	\$96,687	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Operation Blessing Disaster Relief Services Inc	VA	\$330,380	President	\$22,347	\$21,570	2024
Collier Disaster Alliance	FL	\$479,909	Executive Di	\$23,706	\$22,263	2024
Beasley Community Volunteer Fire	TX	\$482,667	Assist Fire Chief	\$17,550	\$17,550	2024
Central United States Earthquake	TN	\$485,331	Executive Director	\$66,341	\$71,771	2023
Houtzdale Ramey Emergency Medical	PA	\$319,216	Vice President	\$56,464	\$56,290	2024
Collaborating Agencies	CA	\$308,270	Executive Dir.	\$72,000	\$63,989	2023
Thomas Jefferson Emergency	VA	\$505,148	Executive Director	\$99,856	\$93,901	2025
Rebuilding Together Baton Rouge Inc	LA	\$509,191	Executive Director	\$60,000	\$64,345	2025
District 2 Hospital Preparedness	IN	\$298,080	Readiness And Response Coordinator	\$82,091	\$86,543	2024
Ideal Firefighter Relief Assn	MN	\$280,771	President	\$599	\$609	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 38 organizations. Compensation range \$609–\$304,762; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$405,069); for reference, expenses \$403,417 and assets \$771,908.

ROLE MATCH	Bill Ray, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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)	66 th
Reportable pay only (column D), adjusted	76 th
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 (Bill Ray) 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 38 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,310 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.