

The Moriah Foundation

Executive Director / CEO

EIN 371366285
 IL · NTEE F60
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Brett Hanson, Executive Director / CEO** (\$134,325) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

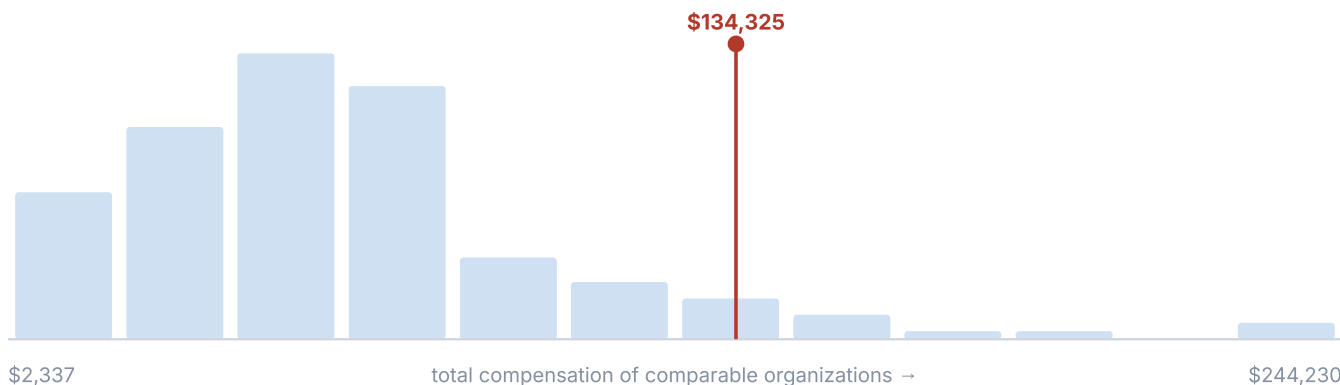
Benchmarked executive: Brett Hanson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$248,261 and \$555,810 — 0.67x to 1.50x the subject's \$370,540 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

139 organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,382	\$36,271	\$56,679	\$79,420	\$116,346	\$134,325
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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 IL 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
Story House Ministries Inc	IN	\$366,241	Executive Di	\$69,224	\$74,254	2023
Marriage Heritage Inc	GA	\$364,732	Ceo & Secretary	\$144,000	\$143,051	2024
Veteran Resilience Project Inc	MN	\$377,786	Vice Chair	\$2,325	\$2,337	2023
Companions On A Journey	OH	\$378,239	Executive Di	\$45,750	\$49,288	2023
Life Over Coffee	SC	\$361,888	President	\$115,000	\$122,033	2023
Sanctuary Counseling Center	TN	\$360,869	Executive Director	\$102,500	\$106,447	2024
House In The Woods Inc	ME	\$380,477	Secretary/treas	\$14,968	\$15,245	2023
Nami Wayne & Holmes Counties	OH	\$380,782	Executive Di	\$38,728	\$41,723	2023
Transforming Resources	MN	\$360,142	Chairman & Ceo	\$122,850	\$123,474	2023
Thriving Families Counseling Services	IA	\$381,561	Director	\$140,508	\$148,082	2025
Deliver The Dream Inc	FL	\$381,679	Ceo/executiv	\$130,907	\$121,500	2024
Fighting Chance Inc	NY	\$381,997	Chairman & Ceo	\$60,000	\$53,567	2024
Common Ground A New Jersey	NJ	\$356,725	Executive Di	\$80,000	\$68,750	2025
Fruit That Remains Inc	AR	\$355,803	President/di	\$69,852	\$77,574	2024
Christopher Ministries Inc	TN	\$354,194	Director	\$16,850	\$18,016	2023
Life-giving Wounds Corporation	MD	\$352,796	President/chairman	\$103,995	\$96,058	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Horses & Heroes Inc	KS	\$352,786	Executive Director, Founder	\$33,653	\$35,920	2024
Northern Appalachian Teen Challenge Inc	WV	\$352,762	Executive Director	\$52,000	\$55,626	2024
Concordia Counseling A Lutheran	IN	\$388,692	Ceo	\$43,175	\$44,983	2024
Adams Purpose	CO	\$390,518	Executive Director	\$31,254	\$29,609	2024
Wells Of Wholeness Inc	GA	\$391,188	Executive Di	\$132,125	\$131,254	2024
The Relationship Resource	CA	\$349,231	Executive Dir.	\$57,457	\$50,466	2023
Elevate North Texas	TX	\$392,082	Executive Director	\$60,000	\$59,298	2024
Jersey Shore Dream Center	NJ	\$347,790	Secretary	\$9,269	\$8,176	2024
Virginia Law Enforcement Assistant	VA	\$346,111	Director	\$28,125	\$27,622	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 139 organizations. Compensation range \$2,337–\$244,230; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$370,540); for reference, expenses \$331,552 and assets \$70,499.

ROLE MATCH Brett Hanson, reported title "*EXECUTIVE DIRECTOR*", 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	7 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	93 rd
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	91 st

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 (Brett Hanson) 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 139 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$134,325 is reasonable (approximately the 93rd 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.