

Hope For The Silent Voices

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Eric J Lyons, Executive Director / CEO** (\$49,500) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

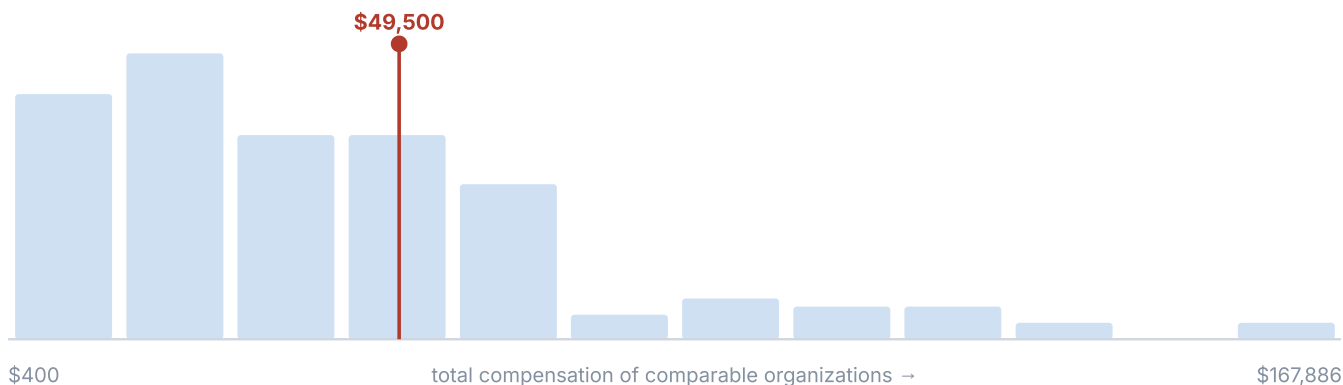
Benchmarked executive: Eric J Lyons — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$141,436 and \$316,648 — 0.67x to 1.50x the subject's \$211,099 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

154 organizations qualified on sector, size, and geography → **154** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,142	\$18,238	\$35,650	\$56,618	\$86,668	\$49,500
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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
Safe Harbor International Relief	CA	\$211,451	President & Ceo	\$9,000	\$7,678	2024
Holistic Christian Ministry	TX	\$210,264	Ceo	\$50,500	\$49,909	2024
Because Of Hope	CA	\$213,002	President/exec Director	\$42,000	\$35,831	2024
Empact Northwest	WA	\$213,249	Executive Director	\$25,071	\$22,832	2023
Elizabeth's Voice Inc	TX	\$213,569	President	\$10,160	\$10,338	2023
99 Farmers	TN	\$208,366	Execuitve Director	\$105,000	\$109,044	2024
Swisscontact North America Inc	NY	\$214,386	Project Director	\$148,777	\$132,825	2024
Refugee Relief	WA	\$214,563	President And Ceo	\$13,200	\$11,676	2024
Open Door Haiti Inc	FL	\$214,742	President	\$10,000	\$9,556	2023
Iglesia Ministerios De Reconciliacion Internacion	TN	\$206,670	Pastor	\$37,000	\$38,425	2024
Israel Chai Foundation Inc	MA	\$206,084	President	\$60,000	\$53,270	2024
Deaf Worlds Inc	DC	\$205,729	Executive Di	\$57,689	\$50,016	2024
Impact Burundi	MI	\$205,552	Executive Director	\$66,606	\$66,172	2025
Water Compass Inc	MA	\$205,018	Board Chair And Executive Director	\$36,000	\$32,906	2023
Touch The Nations	NE	\$218,103	President	\$8,950	\$9,792	2023
His Children International Corp	FL	\$218,477	President	\$60,000	\$57,333	2023
Global Effect Ministries	CA	\$203,401	President	\$17,499	\$14,929	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cattle For Christ International Inc	AL	\$218,962	President	\$79,000	\$86,812	2023
Go Near Ministry	AR	\$202,433	Executive Di	\$27,092	\$30,976	2023
Hope For The World India Inc	GA	\$202,215	President	\$41,600	\$41,326	2024
Zeelo Inc	KS	\$220,438	Director	\$106,000	\$113,141	2024
Apostolate Of Our Lady Of Hope	CO	\$201,318	President	\$24,000	\$23,408	2023
Asian Concerns International Inc	NY	\$200,713	Lal	\$22,819	\$20,372	2024
Least Of These Ministries Inc	MD	\$222,248	President & Executive Director	\$42,600	\$39,349	2024
Children In The Son Inc	NC	\$198,676	Board Member And Director	\$39,319	\$40,139	2024

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	154 organizations. Compensation range \$400–\$167,886; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$211,099); for reference, expenses \$279,365 and assets \$126,141.
ROLE MATCH	Eric J Lyons, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	66 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	66 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 (Eric J Lyons) 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 154 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,500 is reasonable (approximately the 66th 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.