

Volunteers For Honduran Communities Inc

Executive Director / CEO

EIN 371659721

VA · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Aaron Moore, Executive Director / CEO** (\$130,376) against **every comparable organization** that fit the selection criteria — **239** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Matthew Aaron Moore — 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 (Q33).

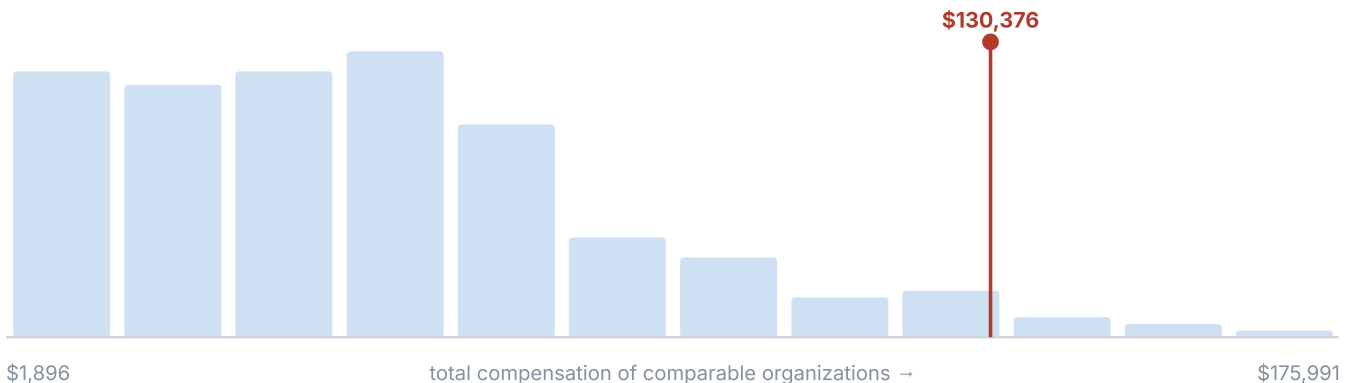
BUDGET Total revenue between \$252,257 and \$564,756 — 0.67x to 1.50x the subject's \$376,504 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

239 organizations qualified on sector, size, and geography

→ **239** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,192	\$23,792	\$46,151	\$66,453	\$96,470	\$130,376
----------	----------	----------	----------	----------	------------------



● 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 VA 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
The Kings Embrace	KY	\$377,150	Board Member	\$9,270	\$10,315	2024
Answer Relief	MI	\$377,270	Treasurer	\$49,416	\$54,387	2023
Akonda Ministries Inc	KY	\$375,284	President	\$19,517	\$21,717	2024
Tractors For Africa	MN	\$374,845	Board Member	\$42,000	\$42,982	2024
Life Center Ethiopia	CO	\$373,686	Executive Director	\$52,000	\$51,641	2024
Casa Viva	IL	\$379,428	Director	\$81,102	\$82,578	2024
Haiti Gospel Outreach	CA	\$371,372	Development	\$50,400	\$46,405	2023
Abandoned Little Angels Nhom Tinh Thuong	TX	\$370,370	Executive Director	\$50,000	\$51,800	2024
Oasis Communities International Inc Ministries	TX	\$370,193	President	\$31,681	\$32,822	2024
The Small Things Inc	CT	\$383,229	Executive Dir.	\$36,000	\$34,959	2024
Hope Fleet International Inc	FL	\$369,394	President	\$9,125	\$8,878	2024
Dail Community Of Usa Inc	GA	\$369,300	President	\$65,000	\$69,688	2023
Thirst Relief International Inc	FL	\$384,069	Secretary	\$100,376	\$97,661	2024
Hasten International Inc	NC	\$384,351	Executive Director	\$115,792	\$123,913	2024
Refugees United Foundation Usa	CA	\$384,439	Treasurer	\$64,702	\$57,864	2024
Life Connection Mission Inc	MD	\$384,578	Treasurer/se	\$10,000	\$9,433	2025
Valentino Achak Deng Foundation	CA	\$368,263	Executive Director/co-founder	\$93,750	\$83,842	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Freedom Firm Usa	VA	\$385,379	President/treasurer	\$41,394	\$40,327	2025
Ezekiel Rain Inc	AR	\$366,569	Ceo, Pres, T	\$79,561	\$95,358	2023
Get Up Project	TX	\$365,265	Executive Di	\$55,794	\$59,510	2023
Building Everyones Success Together In West Africa	TX	\$387,914	Executive Director	\$53,648	\$55,580	2024
Daisy Project India Inc	MO	\$364,730	President	\$9,030	\$9,905	2024
Global Assistance Inc	OR	\$390,374	Ex President	\$11,333	\$10,900	2024
Himalayan Childrens Fund	CA	\$390,400	Director	\$36,000	\$33,146	2023
Business For Social Good	CA	\$390,472	President & Ceo	\$70,000	\$62,602	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	239 organizations. Compensation range \$1,896–\$175,991; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$376,504); for reference, expenses \$479,186 and assets \$1,100,524.
ROLE MATCH	Matthew Aaron Moore, 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	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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	96 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 (Matthew Aaron Moore) 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 239 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,376 is reasonable (approximately the 97th 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.