

Humanitarian Services For Children Of Vietnam

Executive Director / CEO

EIN 412017760
 MN · NTEE P80
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Annetta Devet, Executive Director / CEO** (\$34,500) against **every comparable organization** that fit the selection criteria — **281** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Annetta Devet — 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 (P80).
BUDGET	Total revenue between \$209,872 and \$469,864 — 0.67x to 1.50x the subject's \$313,243 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

281 organizations qualified on sector, size, and geography → **281** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,293 10TH	\$33,299 25TH	\$54,891 MEDIAN	\$72,330 75TH	\$87,366 90TH	\$34,500 THIS ORG · 27TH
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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 MN 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
Umpqua Valley Disabilities Network	OR	\$313,570	Executive Di	\$79,912	\$72,949	2024
Dress For Success Lackawanna	PA	\$312,631	Executive Director	\$56,648	\$55,531	2024
Coordinated Care Alliance	IL	\$314,064	Executive Director	\$61,096	\$59,043	2024
Rideability Therapeutic Riding Center Inc	SC	\$314,689	Executive Director	\$26,829	\$28,326	2023
Volunteer Interfaith Caregivers Sw	TX	\$311,191	Executive Director	\$77,800	\$76,501	2024
Wa-id Volunteer Center Inc	ID	\$310,552	Executive Director	\$79,435	\$83,065	2024
Monroe Gospel Womens Mission	WA	\$316,019	Executive Director	\$49,365	\$43,446	2024
Guardian Advocates Inc	IN	\$309,153	Ceo	\$13,012	\$13,489	2024
Restoration Of Hope Inc	AR	\$317,696	Director	\$48,760	\$55,468	2023
Abled	CA	\$308,176	Executive Director	\$9,000	\$7,640	2024
Growing Veterans	WA	\$307,655	Executive Director	\$60,769	\$55,061	2023
Southeastern Ohio Center For	OH	\$319,232	Exec Dir/pre	\$37,489	\$39,031	2024
Northrop Loving Care Inc	MI	\$319,280	Vice President	\$95,140	\$96,530	2024
Lutheran Housing Services 9 Inc	OH	\$307,104	President/ce	\$54,426	\$56,666	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mujeres Extraordinaries Inc	CA	\$320,180	President	\$41,250	\$36,048	2023
Pines Of Peace Inc	NY	\$306,024	Executive Dir.	\$57,859	\$51,394	2024
Mercy And Truth Christian Ministries Inc	NC	\$304,428	President	\$90,789	\$92,214	2024
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$74,338	2024
Next Step Clubhouse	NC	\$322,694	Executive Dir.	\$40,210	\$40,841	2024
Island Connections	ME	\$302,749	Executive Di	\$63,622	\$62,624	2024
Justice Health Initiative Inc	MA	\$323,991	Founder & Director	\$92,249	\$81,486	2024
Wheelchair Ramp Accessibility Program	IA	\$324,595	Program Manager	\$60,000	\$64,579	2024
Dress For Success Of Western Massachusetts	MA	\$324,685	Executive Director	\$60,608	\$55,119	2023
Lutheran Housing Services 10 Inc	OH	\$325,479	President/ce	\$62,368	\$66,852	2023
Erins Hope For Friends Inc	GA	\$300,546	Executive Dir.	\$70,785	\$69,963	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 281 organizations. Compensation range \$597–\$372,517; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$313,243); for reference, expenses \$334,335 and assets \$795,888.

ROLE MATCH	Annetta Devet, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	27 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	22 nd

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 (Annetta Devet) 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 281 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,500 is reasonable (approximately the 27th 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.