

Dream For Nations Incorporated

Executive Director / CEO

EIN 454774378
 MD · NTEE Q30
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **James Oliver Wood, Executive Director / CEO** (\$89,156) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

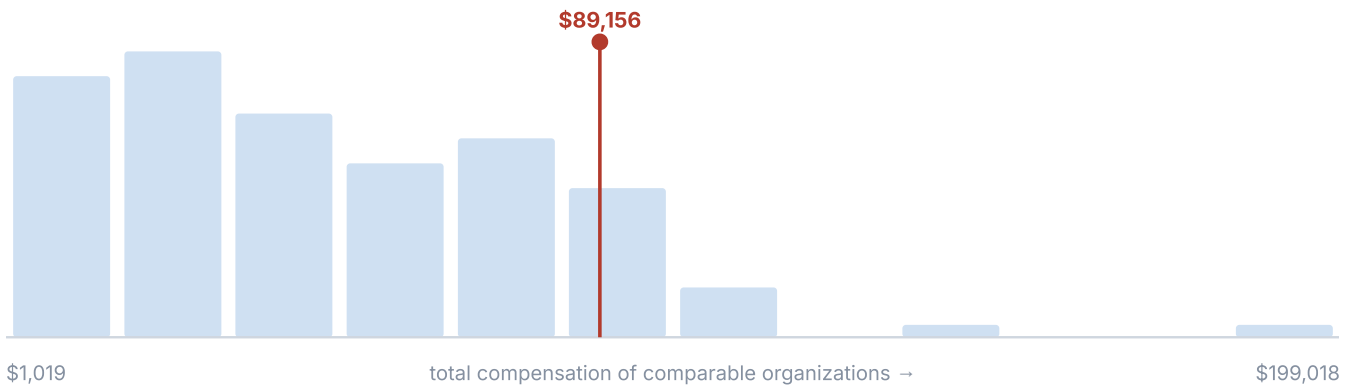
Benchmarked executive: James Oliver Wood — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$159,282 and \$356,602 — 0.67x to 1.50x the subject's \$237,735 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

110 organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,174	\$24,653	\$41,525	\$71,769	\$92,806	\$89,156
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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 MD 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
Shamsaha Womens Center Corp	IN	\$237,702	Director	\$930	\$1,049	2024
Uweza Aid Foundation	NY	\$239,410	Executive Director	\$49,111	\$47,468	2024
Goodjustice	SC	\$235,444	President	\$40,500	\$46,528	2023
Andes-amazon Conservancy	AZ	\$241,355	President	\$31,250	\$32,146	2024
Sakala International	ME	\$232,834	Executive Director Board Member	\$3,300	\$3,535	2024
Ret Americas Inc	DC	\$243,914	V.p. & Managing Director	\$22,916	\$21,510	2024
Street Child Us	DC	\$244,041	Ceo & Chair	\$17,928	\$17,325	2023
Studio Samuel Foundation Inc	NC	\$231,084	Founder/executive Director	\$81,343	\$92,557	2023
Haiti Reforestation Partnership	VA	\$245,911	Executive Dir.	\$44,000	\$45,442	2024
Equip Mozambique	MO	\$245,928	Executive Director	\$47,000	\$54,819	2023
Hope 4 Women International	IA	\$245,988	President Ceo	\$14,256	\$17,189	2023
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$27,539	2023
Connect Ministries	WA	\$227,919	Executive Di	\$45,432	\$43,508	2024
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$74,148	2024
Kizimani	OR	\$250,607	Executive Di	\$38,220	\$37,964	2024
Building New Hope	PA	\$223,321	Executive Director	\$33,005	\$37,731	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Raiz Ministry	TX	\$221,533	Director	\$4,800	\$5,136	2024
Rooted Wisdom Africa	CO	\$254,549	Executive Dir.	\$74,167	\$76,069	2024
Elevate Nepal Inc	AZ	\$255,218	Officer	\$61,836	\$63,610	2024
Doyle Jones Ministries Inc	TX	\$220,109	President	\$88,962	\$102,015	2022
Helping Hands Inc	NC	\$219,842	President	\$946	\$1,019	2025
Neighbors To Nicaragua	DE	\$257,053	Country Dire	\$6,500	\$7,009	2023
Hands Of Grace Guatemala Inc	IN	\$217,944	President	\$60,000	\$67,679	2024
With You International	MI	\$257,591	Founder And Ceo	\$33,260	\$36,720	2024
Global Alliance For Africa	IL	\$217,320	Executive Di	\$4,000	\$4,206	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	110 organizations. Compensation range \$1,019–\$199,018; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$237,735); for reference, expenses \$235,017 and assets \$6,499.
ROLE MATCH	James Oliver Wood, reported title <i>"President"</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	87 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	85 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 (James Oliver Wood) 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 110 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,156 is reasonable (approximately the 87th 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.