

Hope And Grace International

Executive Director / CEO

EIN **461047658**
 WA · NTEE Q30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Gary Short, Executive Director / CEO** (\$2,132) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

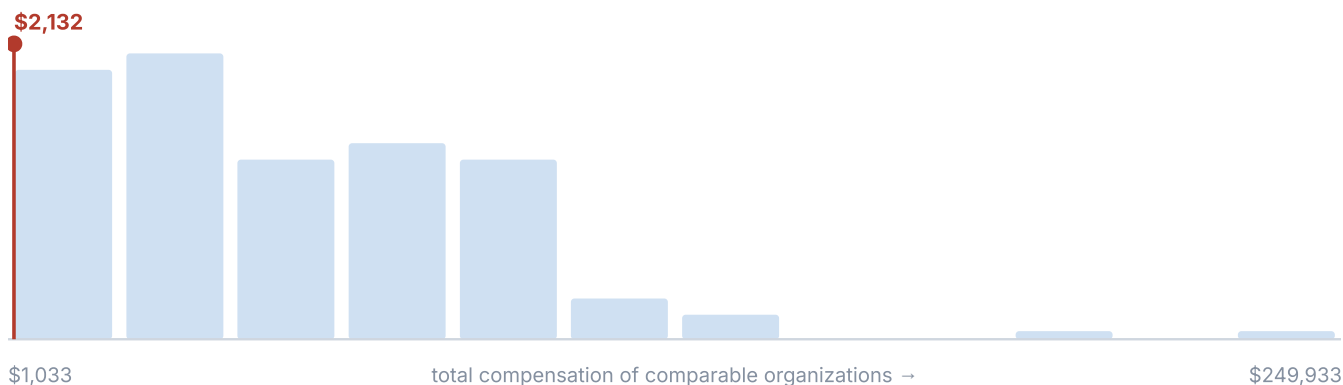
Benchmarked executive: Gary Short — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$184,806 and \$413,746 — 0.67x to 1.50x the subject's \$275,831 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,521	\$25,005	\$47,669	\$77,765	\$97,942	\$2,132
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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 WA 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
Christian Hands In Action	TX	\$275,812	Executive Di	\$98,212	\$109,731	2023
Village Cooperative Inc	IN	\$276,973	Executive Di	\$25,000	\$29,447	2023
Casa De La Esperanza Homes Of Hope	AZ	\$278,274	Executive Dir.	\$90,186	\$94,097	2024
Tent Schools International	MI	\$279,835	President	\$12,283	\$14,161	2023
Foundation For A Civil Society Ltd	NY	\$280,153	President	\$60,000	\$58,821	2024
Global Learning Exchange Initiative	MO	\$269,255	Executive Director	\$60,000	\$70,980	2023
Face Africa International Inc	MA	\$269,111	Founder Ceo	\$37,000	\$37,137	2023
Yspaniola Incorporated	MA	\$282,956	Executive Director	\$40,384	\$39,370	2024
Violet Organization	NJ	\$268,628	President	\$35,500	\$34,387	2024
Present Hope Ministry Inc	GA	\$283,117	President	\$25,310	\$27,609	2024
Film School Africa Inc	OH	\$283,633	Executive Di	\$48,000	\$53,733	2025
World Federation Of Free Latvians	MD	\$266,852	Secretary General	\$38,256	\$38,802	2024
Indifly Incorporated	MN	\$265,285	Executive Director	\$75,000	\$82,774	2023
Vera Aqua Vera Vita	TX	\$286,608	Executive Director	\$90,500	\$98,214	2024
Childrens Rescue Mission Inc	CT	\$263,676	President	\$72,000	\$75,402	2023
Companion Community Development	IN	\$262,203	Executive Di	\$55,567	\$63,573	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Ostomates Worldwide - Usa Inc	KY	\$262,040	Contactora	\$13,000	\$14,762	2025
Adventure Travel Conservation Fund	WA	\$289,855	Executive Dir.	\$91,539	\$88,913	2024
Equitarian Initiative	MN	\$290,595	Executive Director	\$78,600	\$84,259	2024
West African Mercy Ministries Inc	WI	\$291,476	Executive Director	\$76,579	\$86,766	2024
With You International	MI	\$257,591	Founder And Ceo	\$33,260	\$37,244	2024
Neighbors To Nicaragua	DE	\$257,053	Country Dire	\$6,500	\$7,109	2023
Hope On A String	MA	\$295,811	Executive Director	\$71,135	\$71,398	2023
Elevate Nepal Inc	AZ	\$255,218	Officer	\$61,836	\$64,518	2024
Rooted Wisdom Africa	CO	\$254,549	Executive Dir.	\$74,167	\$77,154	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	146 organizations. Compensation range \$1,033–\$249,933; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$275,831); for reference, expenses \$267,550 and assets \$50,477.
ROLE MATCH	Gary Short, 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	2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	1 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 (Gary Short) 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 146 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,132 is reasonable (approximately the 1st 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.