

Abc Hopes Inc

Executive Director / CEO

EIN 461208385

CA · NTEE G25

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katie Moore, Executive Director / CEO** (\$22,988) against **every comparable organization** that fit the selection criteria — **356** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

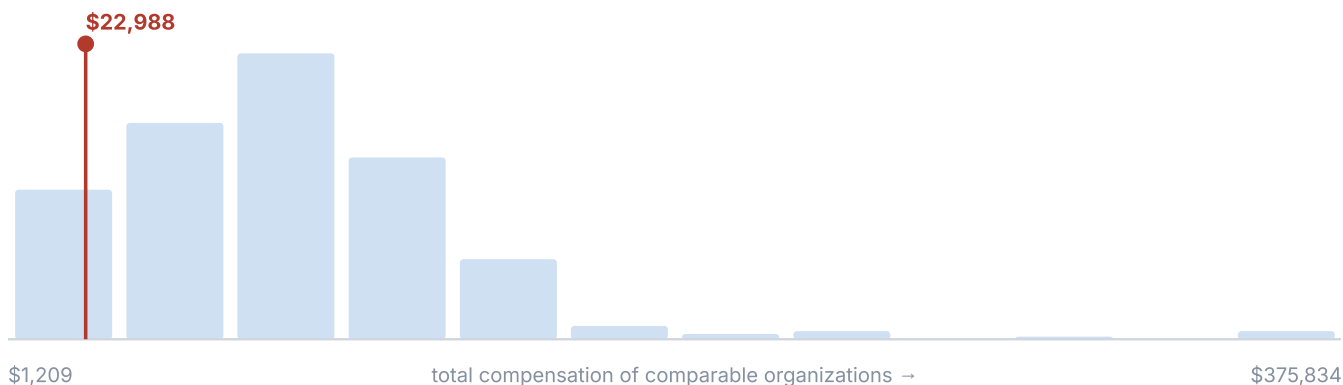
Benchmarked executive: Katie Moore — reported title “CFO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G25).
BUDGET	Total revenue between \$242,267 and \$542,391 — 0.67x to 1.50x the subject's \$361,594 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

356 organizations qualified on sector, size, and geography → **356** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,912	\$44,225	\$76,206	\$101,271	\$130,860	\$22,988
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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 CA 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
Care Warriors Inc	TX	\$362,855	Ceo/executive Director	\$10,656	\$11,990	2024
International Children's	ID	\$359,902	President	\$305,073	\$375,834	2023
Creative Arts Therapy Center Inc	MO	\$363,742	Music Therapist	\$62,990	\$75,046	2024
Epilepsy Support Network	CA	\$359,228	Executive Director	\$63,786	\$63,786	2023
The Ferrari Kid	TX	\$364,235	Ceo/executive Director	\$74,800	\$84,165	2024
Houses With Hope Inc	NM	\$358,792	President	\$35,346	\$42,763	2024
Addys Colors Inc	VA	\$364,690	Ceo, Therapist	\$79,094	\$85,904	2024
Columbia Basin Cancer Foundation	WA	\$364,731	Executive Director	\$72,000	\$74,652	2023
Breast Cancer Solutions	CA	\$364,812	Executive Dir.	\$67,680	\$65,738	2024
Tdiforaccess Inc	DE	\$357,908	Ceo (July-de	\$89,249	\$101,203	2023
Family Dental Care	UT	\$357,530	President/treasurer	\$27,684	\$32,813	2023
Connecticut Oral Health Initiative Inc	CT	\$357,422	Executive Dir.	\$81,089	\$85,523	2024
Cancer Association Of Mercer County	OH	\$366,243	Director	\$36,073	\$44,246	2023
Bleeding Disorders Council Of California	CA	\$366,609	Executive Dir.	\$93,450	\$90,769	2024
American College Of Prosthodontists	IL	\$366,949	Executive Director	\$22,427	\$24,802	2024
Childrens Aid Foundation	AL	\$367,325	Ceo	\$20,800	\$25,276	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beer Yitzhak Foundation Inc	NJ	\$367,547	Trustee	\$75,077	\$75,401	2024
Down For Dance	CA	\$355,570	Artistic Director/board Member	\$63,898	\$62,065	2024
Sally J Pimentel Deaf And Hard Of Hearing Center	FL	\$368,545	Executive Director	\$62,163	\$65,689	2024
The Lazarus House A Center For Wellness	TX	\$368,650	Executive Director	\$45,784	\$51,516	2024
Servants For Sight	SC	\$353,090	Executive Director	\$65,000	\$76,277	2024
Testicular Cancer Awareness	CO	\$370,173	Founder & Ce	\$71,288	\$76,891	2024
The National Witness Project Inc	NY	\$352,895	Executive Director	\$70,000	\$73,253	2023
Aamp Amt Learning Center Inc	IL	\$370,551	President	\$32,009	\$36,443	2023
Progressive Familial Intrahepatic Cholestasis	KY	\$352,401	Co-founder Executive Director	\$71,000	\$85,804	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 356 organizations. Compensation range \$1,209–\$375,834; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$361,594); for reference, expenses \$399,138 and assets \$133,031.

ROLE MATCH	Katie Moore, reported title "CFO", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	10 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	11 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	8 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 (Katie 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 356 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,988 is reasonable (approximately the 11th 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.