

# Hands Of Grace Guatemala Inc

Executive Director / CEO

EIN 464680640

IN · NTEE Q30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Douglas L Harrold, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

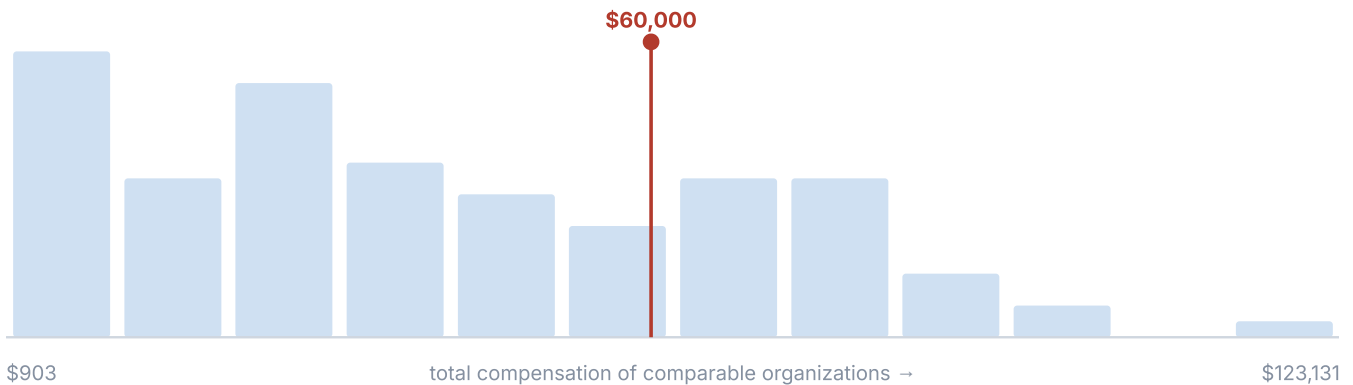
**Benchmarked executive:** Douglas L Harrold — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$146,022 and \$326,916 — 0.67x to 1.50x the subject's \$217,944 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

**98** organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,858	\$17,712	\$33,700	\$63,266	\$79,587	\$60,000
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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 IN 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
<a href="#">Global Alliance For Africa</a>	IL	\$217,320	Executive Di	\$4,000	<b>\$3,729</b>	2024
<a href="#">Living Hope Ministries In Haiti Inc</a>	OH	\$216,615	President	\$6,770	<b>\$7,000</b>	2023
<a href="#">Helping Hands Inc</a>	NC	\$219,842	President	\$946	<b>\$903</b>	2025
<a href="#">Doyle Jones Ministries Inc</a>	TX	\$220,109	President	\$88,962	<b>\$90,440</b>	2022
<a href="#">The Alta Project</a>	WA	\$215,385	Executive Dir.	\$30,770	<b>\$26,895</b>	2023
<a href="#">Raiz Ministry</a>	TX	\$221,533	Director	\$4,800	<b>\$4,553</b>	2024
<a href="#">Hope For Our Sisters Inc</a>	MA	\$212,996	President And Director	\$10,000	<b>\$9,132</b>	2022
<a href="#">Building New Hope</a>	PA	\$223,321	Executive Director	\$33,005	<b>\$33,450</b>	2022
<a href="#">Pinetree Aid</a>	CA	\$211,036	President	\$24,500	<b>\$20,061</b>	2024
<a href="#">Only A Servant Ministries Inc</a>	TX	\$225,357	Director	\$69,300	<b>\$65,735</b>	2024
<a href="#">Athanatos World Inc</a>	CO	\$210,132	Executive Director	\$135,417	<b>\$123,131</b>	2024
<a href="#">Vietnamese American Nongovernmental</a>	CA	\$209,651	President	\$30,500	<b>\$25,712</b>	2023
<a href="#">American Pakistan Foundation</a>	DC	\$208,528	Director Of Operations	\$118,775	<b>\$98,836</b>	2024
<a href="#">Advocates For Africa's Children</a>	WA	\$208,526	Pres, Exec D	\$31,038	<b>\$26,351</b>	2024
<a href="#">Capacitar Inc</a>	CA	\$208,079	Executive Dir.	\$102,354	<b>\$83,810</b>	2024
<a href="#">Connect Ministries</a>	WA	\$227,919	Executive Di	\$45,432	<b>\$38,571</b>	2024
<a href="#">Hope4burundi</a>	TX	\$228,065	President & Ceo	\$25,000	<b>\$24,414</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Serving Our Neighbor International</a>	MI	\$207,383	Vice President	\$16,187	<b>\$15,843</b>	2024
<a href="#">The Medical Centers Of West Africa Inc</a>	LA	\$206,663	Team Leader	\$55,800	<b>\$59,985</b>	2023
<a href="#">Sweetwater Outreach Inc</a>	AL	\$206,358	Coo	\$18,000	<b>\$18,440</b>	2024
<a href="#">Mae El Salvador</a>	OH	\$205,761	Cofounder	\$20,968	<b>\$21,681</b>	2023
<a href="#">Creative Women Of The World Inc</a>	IN	\$205,034	Executive Dir.	\$43,677	<b>\$43,677</b>	2024
<a href="#">Studio Samuel Foundation Inc</a>	NC	\$231,084	Founder/executive Director	\$81,343	<b>\$82,055</b>	2023
<a href="#">The Rose International Fund For Children</a>	WA	\$204,515	Executive Director/president	\$7,307	<b>\$6,387</b>	2023
<a href="#">Pimentel Project Inc</a>	NC	\$203,239	Executive Secretary	\$15,996	<b>\$16,135</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	98 organizations. Compensation range \$903–\$123,131; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$217,944); for reference, expenses \$208,731 and assets \$323,622.
ROLE MATCH	Douglas L Harrold, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	69 <sup>th</sup>

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 (Douglas L Harrold) 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 98 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 72<sup>nd</sup> 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.