

Every Avenue

Executive Director / CEO

EIN 471994852

TX · NTEE P85

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dolores Sosa Green, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Dolores Sosa Green — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

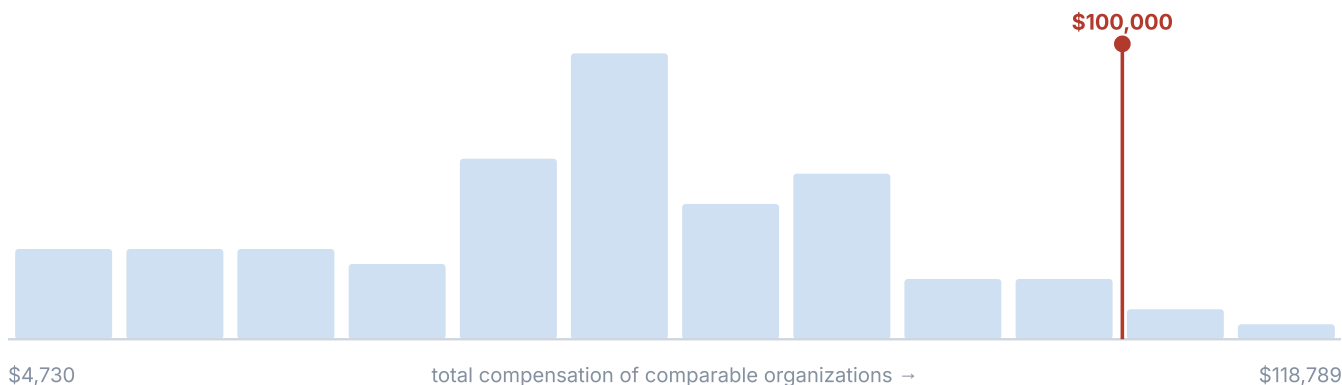
SECTOR Organizations sharing the subject's NTEE classification (P85).

BUDGET Total revenue between \$234,518 and \$525,042 — 0.67x to 1.50x the subject's \$350,028 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,461	\$38,239	\$55,909	\$71,702	\$86,325	\$100,000
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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 TX 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
Growgood Inc	CA	\$353,609	Executive Director	\$97,146	\$86,336	2023
Little Birthday Angels Inc	FL	\$356,626	Executive Di	\$51,201	\$48,084	2024
Kinsman Redeemer Homeless Ministry	TN	\$343,282	Executive Director	\$16,155	\$16,976	2024
Friends Of The Carpenter	WA	\$357,085	Executive Director	\$53,371	\$47,769	2024
Together Helping Others Inc	NY	\$341,620	Chairman	\$60,000	\$55,801	2023
Oregon Trail Of Hope	OR	\$360,635	Director Of Development	\$56,660	\$52,601	2024
Verde Valley Homeless Coalition	AZ	\$365,915	Executive Dir.	\$58,462	\$56,207	2024
Water Drop	CA	\$334,061	Co-president	\$6,479	\$5,593	2024
Hands For Homeless Inc	FL	\$367,506	Ceo	\$30,200	\$29,199	2023
Shoreline Community Services	CA	\$369,173	Executive Director	\$66,008	\$58,664	2023
Help Right Here	TN	\$328,137	Co-executive Director	\$53,428	\$57,801	2023
Serenity Homes	MN	\$327,799	Executive Director	\$22,000	\$22,374	2023
Sisters Of Solace	MO	\$327,391	Executive Di	\$33,348	\$35,310	2024
Encompass Yamhill Valley	OR	\$375,109	Executive Director	\$60,223	\$55,909	2024
The Open Door Community (Presbyter)	MD	\$324,893	Former Direc	\$18,915	\$17,678	2024
Greater Cincinnati Coalition For The	OH	\$375,871	Executive Director	\$47,536	\$50,332	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homeless						
Southwest Georgia Housing Opportunities	GA	\$376,580	Executive Director	\$48,479	\$48,730	2024
The Widows Mite	NV	\$321,504	Board Member, Community Member	\$24,419	\$24,469	2024
Street Ministries Inc	OH	\$319,760	President/executive Director	\$4,420	\$4,819	2023
Isaiah 55 Inc	OH	\$319,550	Founder/ceo	\$12,000	\$12,706	2024
Women's Medical Respite	MO	\$318,497	Executive Director	\$8,545	\$9,048	2024
Cy-fair Helping Hands	TX	\$384,316	Executive Director	\$73,900	\$76,083	2023
Tourettes' Foundation For Needy Children Inc	CA	\$386,297	Executive Director	\$29,465	\$26,186	2023
Shenandoah Alliance For Shelter	VA	\$386,985	Executive Director	\$51,853	\$48,760	2025
People Helping People In Hernando County Inc	FL	\$307,245	Executive Director	\$39,814	\$38,495	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 85 organizations. Compensation range \$4,730–\$118,789; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$350,028); for reference, expenses \$443,634 and assets \$401,754.

ROLE MATCH Dolores Sosa Green, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	96 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Dolores Sosa Green) 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 85 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 96th 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.