

# Hope4burundi

Executive Director / CEO

EIN 472052004

TX · NTEE Q30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Suzanne Handley, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Suzanne Handley — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Q30).

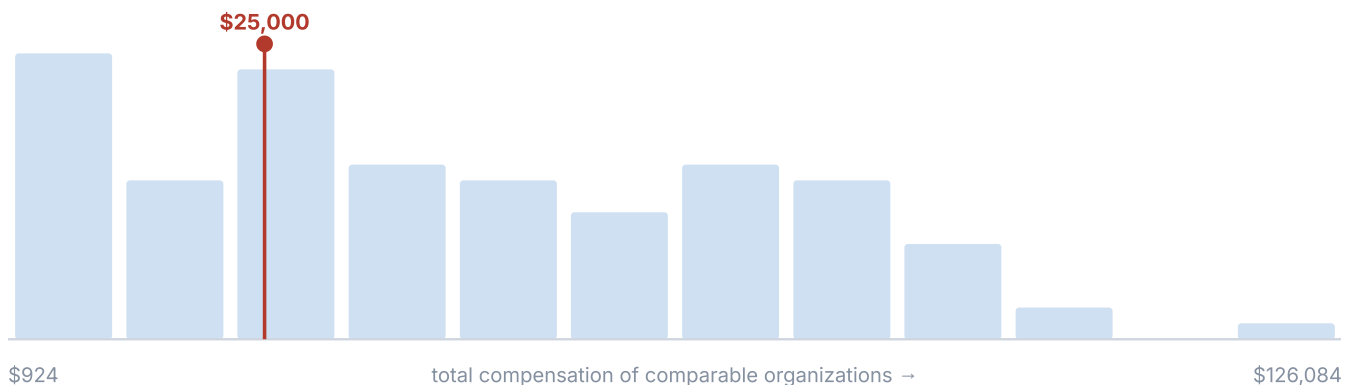
**BUDGET** Total revenue between \$152,803 and \$342,097 — 0.67x to 1.50x the subject's \$228,065 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

**104** organizations qualified on sector, size, and geography

→ **104** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,396	\$19,366	\$34,983	\$65,104	\$83,657	\$25,000
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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
<a href="#">Connect Ministries</a>	WA	\$227,919	Executive Di	\$45,432	<b>\$39,497</b>	2024
<a href="#">Only A Servant Ministries Inc</a>	TX	\$225,357	Director	\$69,300	<b>\$67,312</b>	2024
<a href="#">Studio Samuel Foundation Inc</a>	NC	\$231,084	Founder/executive Director	\$81,343	<b>\$84,023</b>	2023
<a href="#">Building New Hope</a>	PA	\$223,321	Executive Director	\$33,005	<b>\$34,252</b>	2022
<a href="#">Sakala International</a>	ME	\$232,834	Executive Director Board Member	\$3,300	<b>\$3,208</b>	2024
<a href="#">Raiz Ministry</a>	TX	\$221,533	Director	\$4,800	<b>\$4,662</b>	2024
<a href="#">Goodjustice</a>	SC	\$235,444	President	\$40,500	<b>\$42,238</b>	2023
<a href="#">Doyle Jones Ministries Inc</a>	TX	\$220,109	President	\$88,962	<b>\$92,609</b>	2022
<a href="#">Helping Hands Inc</a>	NC	\$219,842	President	\$946	<b>\$924</b>	2025
<a href="#">Shamsaha Womens Center Corp</a>	IN	\$237,702	Director	\$930	<b>\$952</b>	2024
<a href="#">Dream For Nations Incorporated</a>	MD	\$237,735	President	\$89,156	<b>\$80,936</b>	2024
<a href="#">Hands Of Grace Guatemala Inc</a>	IN	\$217,944	President	\$60,000	<b>\$61,439</b>	2024
<a href="#">Global Alliance For Africa</a>	IL	\$217,320	Executive Di	\$4,000	<b>\$3,818</b>	2024
<a href="#">Uweza Aid Foundation</a>	NY	\$239,410	Executive Director	\$49,111	<b>\$43,091</b>	2024
<a href="#">Living Hope Ministries In Haiti Inc</a>	OH	\$216,615	Presient	\$6,770	<b>\$7,168</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Alta Project</a>	WA	\$215,385	Executive Dir.	\$30,770	<b>\$27,540</b>	2023
<a href="#">Andes-amazon Conservancy</a>	AZ	\$241,355	President	\$31,250	<b>\$29,182</b>	2024
<a href="#">Hope For Our Sisters Inc</a>	MA	\$212,996	President And Director	\$10,000	<b>\$9,352</b>	2022
<a href="#">Ret Americas Inc</a>	DC	\$243,914	V.p. & Managing Director	\$22,916	<b>\$19,527</b>	2024
<a href="#">Street Child Us</a>	DC	\$244,041	Ceo & Chair	\$17,928	<b>\$15,727</b>	2023
<a href="#">Pinetree Aid</a>	CA	\$211,036	President	\$24,500	<b>\$20,542</b>	2024
<a href="#">Haiti Reforestation Partnership</a>	VA	\$245,911	Executive Dir.	\$44,000	<b>\$41,253</b>	2024
<a href="#">Equip Mozambique</a>	MO	\$245,928	Executive Director	\$47,000	<b>\$49,765</b>	2023
<a href="#">Hope 4 Women International</a>	IA	\$245,988	President Ceo	\$14,256	<b>\$15,605</b>	2023
<a href="#">Athanatos World Inc</a>	CO	\$210,132	Executive Director	\$135,417	<b>\$126,084</b>	2024

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 104 organizations. Compensation range \$924–\$126,084; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$228,065); for reference, expenses \$230,562 and assets \$18,526.

**ROLE MATCH** Suzanne Handley, reported title "*President & CEO*", 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	29 <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 (Suzanne Handley) 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 104 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 32<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.