

Hope Border Institute

Executive Director / CEO

EIN 472575199

TX · NTEE Q32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dylan Corbett, Executive Director / CEO** (\$53,074) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q32).

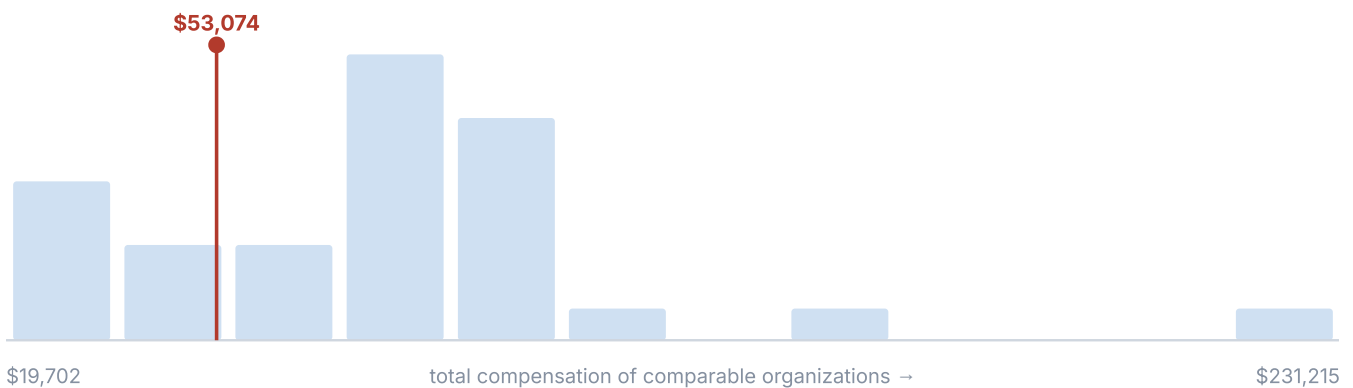
BUDGET Total revenue between \$179,722 and \$402,363 — 0.67x to 1.50x the subject's \$268,242 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,326 10TH	\$54,907 25TH	\$79,163 MEDIAN	\$92,063 75TH	\$108,579 90TH	\$53,074 THIS ORG · 23RD
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■ **Comparable organizations**

P50
P75
P90

\$28,326
\$54,907
\$79,163
\$92,063
\$108,579

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Be There Ministries	VA	\$266,817	\$39,750	990
Nivas Inc	CO	\$260,322	\$78,615	990
Summit Initiative	WA	\$277,114	\$107,403	990
House On The Hill Inc	KY	\$256,964	\$92,367	990
Nehemiah Gateway Usa Inc	CO	\$281,973	\$81,479	990
Farms International Inc	MN	\$253,049	\$58,688	990
Jungle Ministry	WA	\$284,502	\$71,980	990
20 Liters	MI	\$284,894	\$28,981	990
Junior Achievement Of The Desert Southwest	TX	\$285,477	\$80,322	990
Native Future	ME	\$286,586	\$62,564	990
Beyond Capital Fund	TX	\$249,507	\$80,000	990
Grow Ahead Foundation	OR	\$293,206	\$20,071	990
Ibec Ventures	PA	\$243,259	\$119,161	990
One World Goods Inc	NY	\$300,498	\$53,647	990
African Hospitality Institute	WA	\$235,222	\$73,717	990
Junior Achievement Of Southwest	VA	\$302,302	\$79,711	990
Center For Growth And Opportunity	UT	\$227,736	\$158,081	990
Junior Achievement Of The Ocoee Region	TN	\$310,470	\$95,814	990
Aguaclara Reach Inc	NY	\$224,320	\$77,797	990
Global Leadership Inc	GA	\$205,959	\$106,146	990
Junior Achievement Of Eastern North	NC	\$345,533	\$105,738	990
Junior Achievement Of Southern Ma	MA	\$346,789	\$83,631	990
Junior Achievement Of Mad River Region Ohio	OH	\$187,188	\$40,112	990
Lumeya International Ministries Inc	CA	\$185,831	\$19,702	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
All Seasons Community Services	MN	\$182,386	\$24,534	990

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	30 organizations. Compensation range \$19,702–\$231,215; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$268,242); for reference, expenses \$537,969 and assets \$563,807. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dylan Corbett, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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.
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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	23 rd

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 (Dylan Corbett) 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 30 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,074 is reasonable (approximately the 23rd 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). 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.