

Safe Haven Of Person County

Executive Director / CEO

EIN 561758587
 NC · NTEE P430
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Annette Hampton, Executive Director / CEO** (\$83,441) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

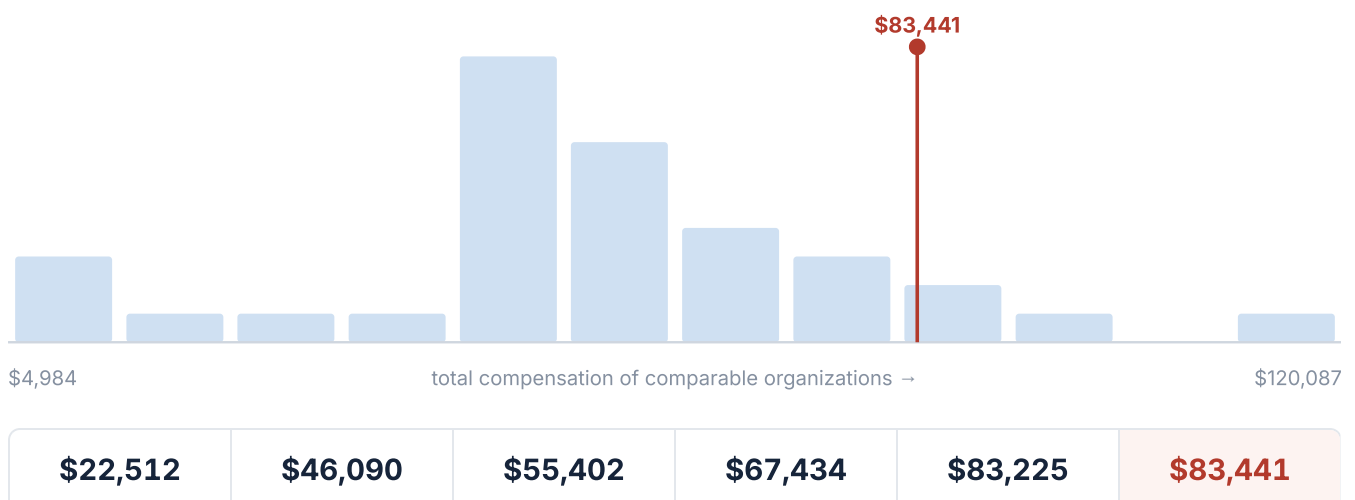
Benchmarked executive: Annette Hampton — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P430).
- BUDGET** Total revenue between \$186,535 and \$417,616 — 0.67x to 1.50x the subject's \$278,411 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation





■ 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 NC 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
Safe Refuge For Children And Families	CA	\$276,760	Executive Director	\$59,713	\$49,902	2024
Opening Doors For Women In Need	TX	\$288,267	Executive Director-ceo	\$44,160	\$44,014	2023
Austin Street Real Estate	TX	\$265,300	President & Ceo	\$51,328	\$49,691	2024
Child And Family Advocacy Center Of	MN	\$291,764	Executive Director	\$75,533	\$72,232	2024
Nora's Haven	RI	\$262,544	Chief Executive Officer	\$129,403	\$120,087	2024
Clear Creek County Advocates	CO	\$296,746	Executive Director	\$66,443	\$61,660	2024
Haven Of The Dan River Region	VA	\$301,658	Executive Director	\$28,517	\$26,648	2024
Cannon Co Services And Violence Edu	TN	\$311,845	Director	\$53,215	\$55,735	2023
Mayday Inc	OR	\$312,881	Executive Director	\$81,984	\$71,785	2025
Arlington Life Shelter Real Estate	TX	\$242,785	President & Ceo	\$5,000	\$4,984	2023
Stone County Abuse Prevention Inc	AR	\$236,999	Executive Director	\$45,056	\$47,752	2025
North Shore Horizons Inc	MN	\$319,895	Executive Director	\$102,136	\$97,673	2024
Women Crowned In Glory	CA	\$326,967	President	\$64,600	\$55,581	2023
Goshen County Task Force On Family	WY	\$221,894	Administrato	\$54,338	\$56,313	2024
The Safe Alliance Facilities Holdings	TX	\$220,880	Chief Executive Officer	\$9,108	\$8,818	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Whispers Of Love Hope & Joy Inc	IA	\$217,602	President	\$35,000	\$37,089	2024
Fremont County Alliance Against Dom Viol	WY	\$340,664	Director	\$65,076	\$67,441	2024
Deaf World Against Violence	OH	\$349,790	Executive Di	\$53,872	\$55,222	2024
Yesterdays Gone	TX	\$352,972	Executive Direc	\$15,000	\$14,522	2024
Parasol Cooperative Foundation	NJ	\$195,264	Director/coo	\$60,601	\$52,365	2024
Project Safe Inc	WY	\$194,110	Executive Di	\$47,940	\$48,401	2025
Green Haven Family Advocates Inc	WI	\$368,471	Executive Director	\$56,875	\$57,486	2024
Crisis Center Of Dodge City Inc	KS	\$377,112	Executive Director	\$48,502	\$49,405	2025
Mission Righteous Roots	TX	\$384,089	—	\$87,187	\$84,406	2024
Auglaize County Crisis Center	OH	\$385,207	Executive Di	\$79,794	\$84,209	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	34 organizations. Compensation range \$4,984–\$120,087; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$278,411); for reference, expenses \$349,275 and assets \$25,935.
ROLE MATCH	Annette Hampton, reported title " <i>Director</i> ", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	88 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	79 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 (Annette Hampton) 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 34 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,441 is reasonable (approximately the 88th 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.