

House Of Hope Of Alachua County Inc

Executive Director / CEO

EIN 593336745

FL · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Valdez, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

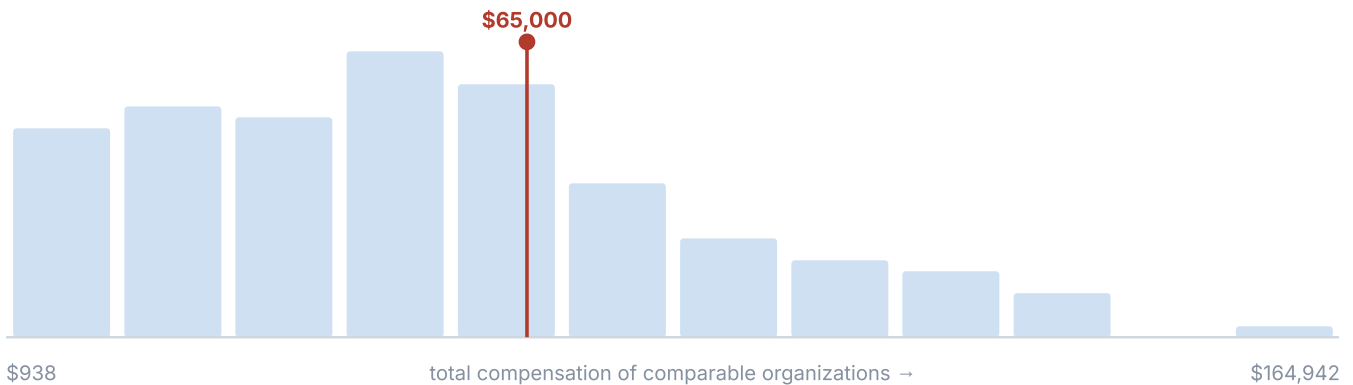
Benchmarked executive: Robert Valdez — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

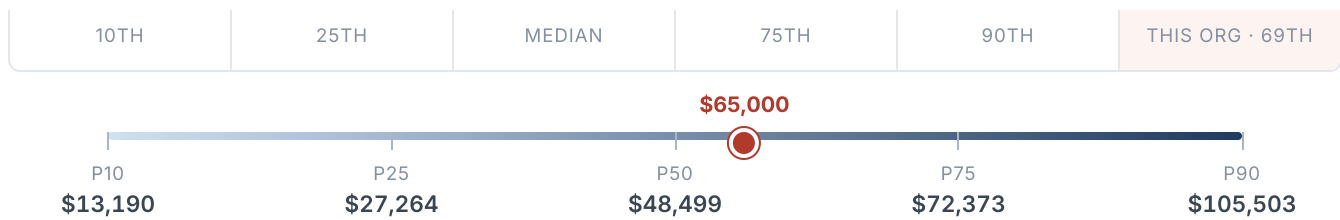
SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$108,650 and \$243,247 — 0.67x to 1.50x the subject's \$162,165 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,190	\$27,264	\$48,499	\$72,373	\$105,503	\$65,000
----------	----------	----------	----------	-----------	----------



● 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 FL 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
7 Figure Foundation	UT	\$162,271	Executive Director	\$40,008	\$43,588	2024
Craig Larson Evangelistic	TX	\$161,746	President	\$124,792	\$136,805	2023
Revelation Retreats	CO	\$161,681	President	\$9,000	\$9,186	2024
Equip India Inc	FL	\$161,187	President	\$60,000	\$60,000	2024
Solid Rock Ministries Of Vidor	TX	\$163,404	President	\$17,515	\$19,201	2023
Wellspoken Ministries	SC	\$164,420	Exec. Dir/pres	\$50,744	\$60,395	2022
Laszlo Mission League Inc	KS	\$164,527	Director	\$12,000	\$13,800	2024
Lao Conference Of Churches	FL	\$164,827	Director	\$16,400	\$16,884	2023
Jerusalem Cornerstone Foundation	WI	\$165,083	Secretary	\$24,475	\$27,209	2024
Sierra Vista Volunteer Interfaith Caregiver Program Inc	AZ	\$166,016	Executive Director	\$76,086	\$80,193	2023
Greater Treme Consortium Inc	LA	\$166,487	Exec Dir	\$35,500	\$41,611	2024
Lxi Inc	TN	\$166,895	Executive Di	\$43,500	\$48,673	2024
Aasha India	UT	\$155,990	Dir Of Opera	\$7,427	\$8,092	2024
Gracepoint Institute	NE	\$168,467	Ceo	\$56,250	\$66,303	2023
Perkins Partnership Ministries	TX	\$155,829	President	\$33,000	\$35,139	2024
The Katz-helen And Ray Whittle Jr	GA	\$168,587	Executive Dir.	\$26,460	\$29,158	2023
Eternal Awakenings	TX	\$168,858	President	\$6,000	\$6,389	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mision De Jesucristo Fuente De Salvacion	CA	\$168,982	Minister	\$26,400	\$24,266	2024
Louder Than Words Ministries	NC	\$153,970	Executive Director	\$32,400	\$35,637	2024
Common Grace Ministries Inc	IN	\$171,687	Exec Directo	\$53,655	\$62,010	2023
Isnag Ministries Foundation	NC	\$171,898	President	\$30,000	\$32,997	2024
His Healing Light Ministries	CO	\$173,266	Founding Director	\$42,716	\$43,601	2024
Emmanuel Missionary Institute Inc	MD	\$151,000	President	\$85,090	\$84,681	2024
Camp Presmont Inc	OH	\$174,442	Executive Director	\$24,833	\$28,824	2023
Share All Our Blessings Inc	FL	\$149,276	President Secretary Director	\$72,000	\$72,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	150 organizations. Compensation range \$938–\$164,942; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$162,165); for reference, expenses \$140,057 and assets \$405,807.
ROLE MATCH	Robert Valdez, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	69 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	67 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 (Robert Valdez) 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 150 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 69th 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.