

Christian Friends Of Israel

Executive Director / CEO

EIN 650307706
 NC · NTEE Q710
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Hannelle Pardain, Executive Director / CEO** (\$76,235) against **every comparable organization** that fit the selection criteria — **676** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

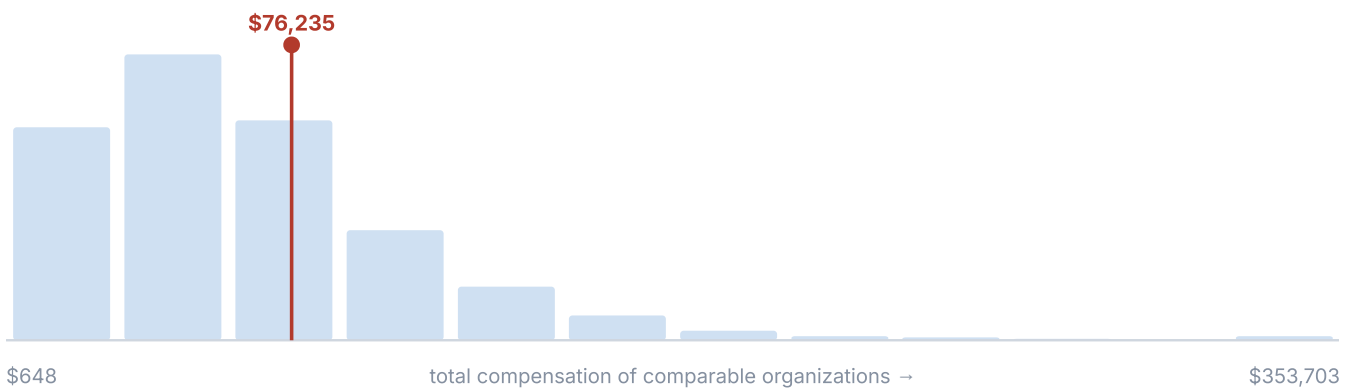
Benchmarked executive: Hannelle Pardain — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q710).
BUDGET	Total revenue between \$301,713 and \$675,478 — 0.67x to 1.50x the subject's \$450,319 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

676 organizations qualified on sector, size, and geography → **676** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,156	\$31,467	\$56,468	\$85,699	\$119,906	\$76,235
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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 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
Pacific Island Ministries	CA	\$450,230	President Field	\$98,876	\$82,631	2024
Fundacion Costa Rica - Estados Unidos De		\$450,433	Executive Director	\$162,780	\$162,780	2024
Center For Getting Things Started	HI	\$450,454	Executive Di	\$98,393	\$85,256	2024
New Covenant World Missions	OH	\$450,873	President Ncwm	\$138,042	\$145,680	2023
The Womens Institute For Secondary Ed	NC	\$451,104	Executive Dir.	\$65,974	\$67,923	2023
Upstream International Inc	TX	\$449,415	President	\$104,630	\$101,293	2024
Kay Tita	WA	\$449,391	Executive Dir.	\$91,619	\$79,386	2024
Franciscan Works	IL	\$451,416	Executive Director	\$53,385	\$50,794	2024
American Friends Of Ponovez	NY	\$449,096	President	\$28,172	\$24,637	2024
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$69,823	2023
Discipling Marketplace Leaders	MI	\$453,546	President	\$50,000	\$49,947	2024
Send Me	MO	\$453,800	President	\$7,330	\$7,514	2024
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$47,969	2023
Ocean	AZ	\$455,179	Employee	\$48,000	\$44,677	2024
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$131,532	2024
United States Heartland China Assoc	IL	\$443,759	Chairman	\$60,000	\$58,774	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Health For India Inc	KS	\$443,494	President	\$57,998	\$60,640	2024
The Christina Noble Foundation Of	FL	\$443,477	Board Member	\$57,000	\$51,823	2024
Open Arms Worldwide	VA	\$457,425	President/executive Direct	\$41,052	\$38,361	2024
Kelly Green Global Inc	FL	\$457,458	President	\$32,500	\$31,669	2022
Leadership Council For Women In National Security	DC	\$457,904	Executive Director	\$178,144	\$147,394	2025
Immigrant Solidarity Dupage	IL	\$458,275	President	\$82,954	\$78,928	2024
Siempre Unidos	CA	\$442,281	Executive Di	\$33,709	\$29,003	2023
Manas Development Group	DC	\$442,276	President	\$29,068	\$25,416	2023
Children's Fellowship Of India Inc	PA	\$458,750	Executive Di	\$80,767	\$77,951	2024

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 676 organizations. Compensation range \$648–\$353,703; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$450,319); for reference, expenses \$448,685 and assets \$604,688.

ROLE MATCH Hannelle Pardain, reported title "*PRESIDENT/DIRECTOR*", 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 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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	68 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	66 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 (Hannelle Pardain) 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 13, 2026, comparing compensation against 676 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,235 is reasonable (approximately the 68th 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 13, 2026.