

# Wings Of Hope Equitherapy

Executive Director / CEO

EIN 752646324

TX · NTEE P82

FY ending 2024-07-31

June 10, 2026

This analysis benchmarks the total compensation of **Allison Gross, Executive Director / CEO** (\$58,062) against **every comparable organization** that fit the selection criteria — **121** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Allison Gross — 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 (P82).

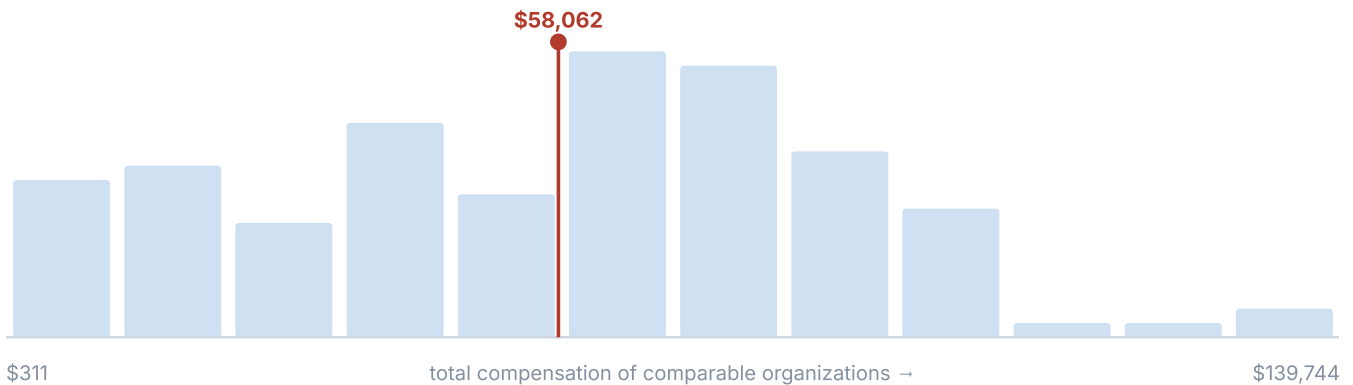
**BUDGET** Total revenue between \$291,775 and \$653,229 — 0.67x to 1.50x the subject's \$435,486 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

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

→ **121** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,164	\$34,165	\$61,508	\$78,805	\$94,065	\$58,062
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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="#">Nellie Byers Training Center Inc</a>	LA	\$434,240	Executive Dir.	\$16,410	<b>\$18,064</b>	2024
<a href="#">Lee's Foster Home Inc</a>	FL	\$438,839	President	\$36,900	<b>\$35,678</b>	2023
<a href="#">Brain Injury Association Of Wyoming</a>	WY	\$442,350	Executive Director	\$28,635	<b>\$30,653</b>	2024
<a href="#">Independence Unlimited Inc</a>	CT	\$443,862	Executive Di	\$90,268	<b>\$84,610</b>	2024
<a href="#">Greener Life Solutions Inc</a>	MD	\$444,521	Executive Director	\$149,520	<b>\$139,744</b>	2024
<a href="#">Southside Services Inc</a>	MN	\$446,143	Executive Director	\$73,260	<b>\$72,367</b>	2024
<a href="#">Ultimate Care</a>	CO	\$424,440	President	\$48,000	<b>\$47,371</b>	2023
<a href="#">Choice Living Community</a>	TX	\$421,150	Ceo	\$45,541	<b>\$46,886</b>	2023
<a href="#">North Carolina Down Syndrome</a>	NC	\$420,752	Executive Di	\$10,031	<b>\$10,667</b>	2023
<a href="#">Sacred Ground</a>	OH	\$420,314	Executive Director/ceo	\$74,044	<b>\$80,715</b>	2023
<a href="#">Mid-nebraska Foundation Inc</a>	NE	\$451,053	Chief Executive Officer	\$43,429	<b>\$46,696</b>	2024
<a href="#">Shenandoah County Search Incorporated</a>	VA	\$419,767	Director	\$57,802	<b>\$54,355</b>	2025
<a href="#">Limitless Disability Services Inc</a>	GA	\$452,054	Executive Director	\$40,848	<b>\$42,272</b>	2023
<a href="#">Working Wonders</a>	CA	\$418,412	President	\$49,819	<b>\$44,276</b>	2023
<a href="#">Therapy Solutions Children's Services</a>	PA	\$418,205	President	\$41,043	<b>\$39,862</b>	2025
<a href="#">Hope North Carolina Inc</a>	NC	\$417,537	Executive Di	\$74,592	<b>\$75,063</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Horses Of Hope Missouri Inc</a>	MO	\$415,120	Executive Director	\$2,466	<b>\$2,611</b>	2024
<a href="#">Down Syndrome Partnership Of North Texas</a>	TX	\$414,776	Exec Dir	\$84,846	<b>\$84,846</b>	2024
<a href="#">Changing Lives Together Foundation</a>	NC	\$460,610	Executive Di	\$2,685	<b>\$2,773</b>	2024
<a href="#">Statewide Independent Living Council</a>	AZ	\$409,235	Chief Executive Of Strategy & Innovation	\$37,596	<b>\$36,146</b>	2024
<a href="#">The Friends Network Inc</a>	NY	\$461,917	Executive Director	\$113,372	<b>\$102,414</b>	2024
<a href="#">Small Champions Inc</a>	CO	\$462,558	Executive Director	\$87,600	<b>\$86,451</b>	2023
<a href="#">Scott Cheerful Resident Corp</a>	FL	\$462,825	Director	\$72,000	<b>\$67,617</b>	2024
<a href="#">Community Connections Of Moniteau County Inc</a>	MO	\$463,670	Support Coordinator	\$53,139	<b>\$56,265</b>	2024
<a href="#">Central California Adaptive Sports</a>	CA	\$407,265	President & Ceo	\$41,880	<b>\$35,220</b>	2025

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 121 organizations. Compensation range \$311–\$139,744; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$435,486); for reference, expenses \$685,310 and assets \$1,256,163. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Allison Gross, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 14 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	35 <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 (Allison Gross) 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 10, 2026, comparing compensation against 121 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,062 is reasonable (approximately the 46<sup>th</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 10, 2026.