

Az Heroes To Hometowns Foundation

Executive Director / CEO

EIN 800658257

AZ · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathy Pearce, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **673** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

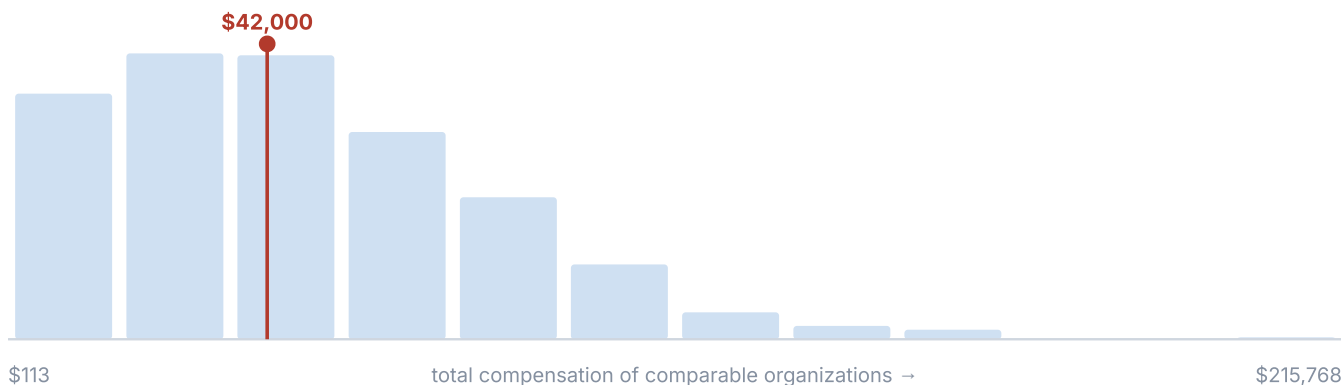
Benchmarked executive: Kathy Pearce — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$128,344 and \$287,338 — 0.67x to 1.50x the subject's \$191,559 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

673 organizations qualified on sector, size, and geography → **673** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,911	\$24,478	\$43,411	\$67,345	\$89,048	\$42,000
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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 AZ 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
Greenville's Gift	SC	\$191,535	President	\$13,104	\$13,807	2024
Child Restoration Outreach Support Organization	IL	\$191,731	Executive Director	\$59,613	\$60,939	2023
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$48,565	2024
Friends Of The East River Esplanade	NY	\$192,057	Executive Director, As Of May 2024	\$41,487	\$37,863	2024
The Way Counseling Network Inc	FL	\$192,470	President	\$27,500	\$26,862	2023
Valle Del Sol Foundation	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	\$6,178	2023
The House Cafe Inc	KS	\$190,529	Board Member	\$16,455	\$17,954	2024
Beyond Fistula	CA	\$192,936	Co-director	\$7,392	\$6,447	2024
Independence 2nd Owner Corp	NY	\$193,146	Chief Executive Officer	\$81,429	\$74,315	2024
Cancer Resource Center Of The	NY	\$189,878	President/ce	\$84,017	\$76,677	2024
People Helping People	WI	\$189,681	Chair	\$32,000	\$33,753	2024
Operation Healing Heros	WI	\$189,569	President	\$93,849	\$98,989	2024
The Trauma Healing Project Inc	OR	\$193,713	Executive Di	\$50,248	\$47,128	2024
Vision Of Restoration Inc	IL	\$189,063	Ceo	\$17,813	\$17,687	2024
Opelousas Pregnancy Center Inc	LA	\$194,110	Executive Dirtr	\$8,333	\$9,541	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Somali Parents Advocacy Center For Education Inc	MA	\$194,219	Executive Director	\$89,740	\$81,445	2024
Black Impact Collaborative	MI	\$194,556	1st Vice Chair	\$24,500	\$26,295	2023
Pelican Cove Counseling Center	CA	\$194,911	Executive Director	\$68,034	\$59,333	2024
Freedom Fighters Of Georgia Inc	GA	\$188,009	President	\$42,800	\$43,464	2024
Out Of Zion Inc	FL	\$195,302	Director Of Operations	\$20,710	\$20,230	2023
Finding The Family	MO	\$195,422	Board Member	\$47,724	\$51,051	2024
Four Streams Partners Inc	GA	\$195,448	Executive Director	\$144,730	\$146,975	2024
Bakhita Mountain Home Inc	CO	\$195,680	Executive Director	\$109,372	\$105,920	2024
Good Life Community Development	NE	\$187,349	Executive Di	\$57,557	\$62,523	2024
Nest Mission	WA	\$187,316	Director	\$20,000	\$18,084	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2023 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 AZ 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	673 organizations. Compensation range \$113–\$215,768; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$191,559); for reference, expenses \$193,706 and assets \$105,927.
ROLE MATCH	Kathy Pearce, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	48 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	46 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 (Kathy Pearce) 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 673 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 48th 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.