

Hands On Deck Incorporated

Executive Director / CEO

EIN 812891726

WI · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Hawkins, Executive Director / CEO** (\$60,169) against **every comparable organization** that fit the selection criteria — **337** 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

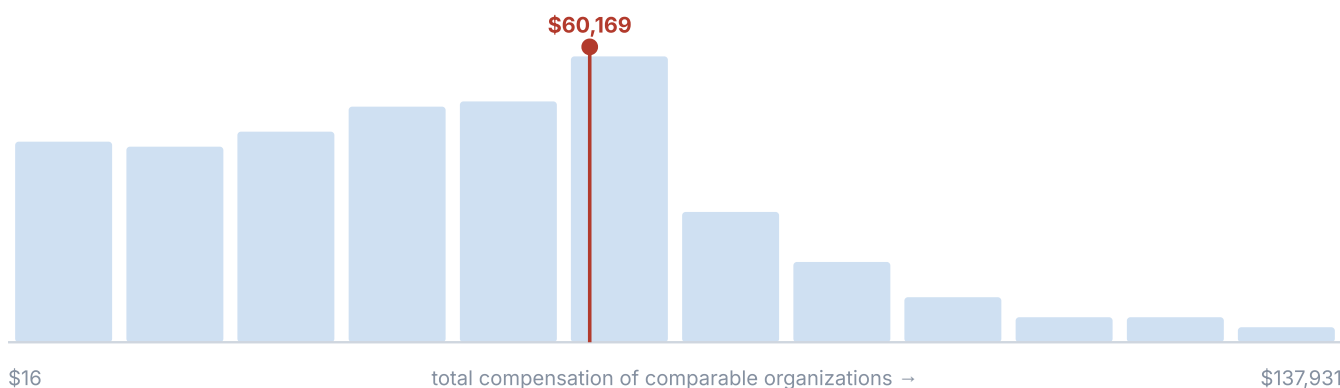
Benchmarked executive: Mark Hawkins — reported title “VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$130,871 and \$292,995 — 0.67x to 1.50x the subject's \$195,330 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

337 organizations qualified on sector, size, and geography → **337** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,489	\$24,627	\$46,173	\$64,330	\$81,523	\$60,169
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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 WI 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
Enjoy Life Education Inc	MA	\$195,334	President	\$80,000	\$68,835	2023
Hope Outreach Ministries For Every-1	FL	\$195,263	Executive Dir.	\$4,400	\$3,958	2023
Buddy Baseball Inc	FL	\$195,412	President	\$25,000	\$21,843	2024
Medical Education Resources Initiative	MD	\$194,784	Executive Director	\$127,213	\$110,613	2024
Rebel Ventures	PA	\$194,097	Executive Director	\$41,981	\$45,072	2021
Middleman Skateboard Ministries Inc	TX	\$194,013	General Manager- Board Memeber	\$115,421	\$107,381	2024
Mewe International Inc	GA	\$196,714	President & Ceo	\$128,390	\$120,064	2024
Victory Sports Outreach Inc	SC	\$193,742	Executive Director	\$32,500	\$31,534	2024
Az Reach	AZ	\$193,551	President	\$31,000	\$27,728	2024
Houston Contemporary Dance Company	TX	\$193,231	Executive Di	\$30,000	\$27,191	2025
Building All Children Inc	OK	\$192,566	Executive Di	\$51,250	\$52,486	2024
Pine City Youth Hockey Association	MN	\$191,718	Director	\$3,350	\$3,079	2024
Passport Atlanta Inc	GA	\$191,635	Vp Of Operat	\$65,323	\$62,891	2023
Photo Start	NY	\$199,295	Founding Director	\$46,500	\$40,234	2023
Team Long Run	ME	\$199,912	Executive Dir.	\$56,500	\$52,618	2024
Holly Area Community Coalition	MI	\$200,022	Director	\$54,923	\$52,724	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Penn Hawaii Youth Foundation	HI	\$200,041	President	\$20	\$16	2024
Mission Youth Soccer League	CA	\$190,340	League Director	\$73,983	\$61,171	2023
Elevate Your G A M E	CA	\$200,362	Exec Director/secretary	\$67,127	\$53,910	2024
Free All Minds	NJ	\$200,611	President	\$40,246	\$33,419	2024
The Shepherds Door	GA	\$201,446	Pastor	\$61,275	\$57,301	2024
Hammond Knights Inc	LA	\$189,070	President	\$9,000	\$9,489	2023
Girls On The Run Of Sedgwick County	KS	\$201,716	Executive Director	\$64,420	\$64,727	2024
First Priority Greater Nashville	TN	\$201,874	Executive Director	\$51,966	\$52,303	2023
Legacy Sports Training	TX	\$202,305	Executive Director	\$131,402	\$122,248	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	337 organizations. Compensation range \$16–\$137,931; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$195,330); for reference, expenses \$192,262 and assets \$114,235.
ROLE MATCH	Mark Hawkins, reported title " <i>VICE PRESIDENT</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	5 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	68 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	68 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 (Mark Hawkins) 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 337 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,169 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 9, 2026.