

Hoh Share Inc

Executive Director / CEO

EIN 813696061
 WV · NTEE P12
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Katherine Marshall, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Katherine Marshall — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P12).

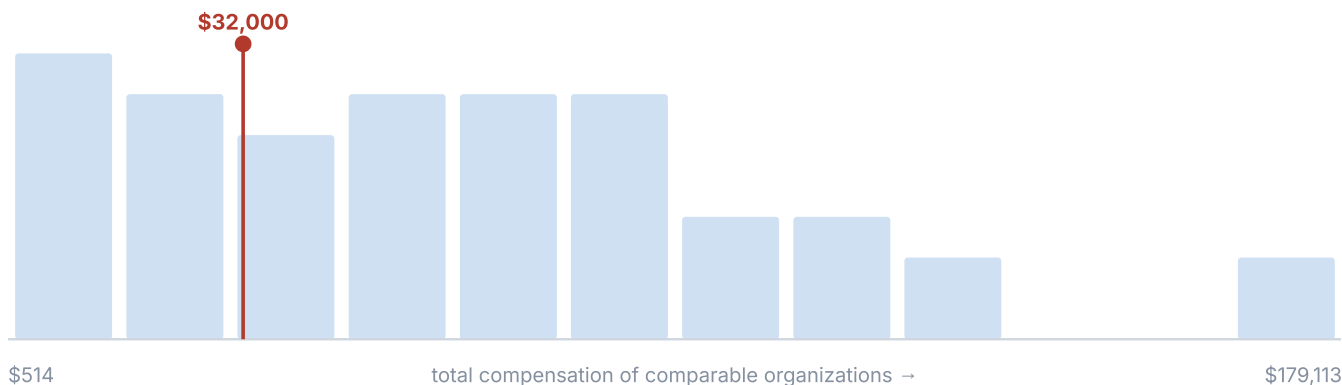
BUDGET Total revenue between \$269,062 and \$602,379 — 0.67x to 1.50x the subject's \$401,586 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,867	\$28,440	\$57,348	\$85,469	\$111,142	\$32,000
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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 WV 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
Glen Doherty Memorial Foundation Inc	MA	\$406,582	President/director	\$5,000	\$4,273	2023
Flockfest Events Inc	FL	\$394,952	President	\$65,000	\$56,396	2024
Staffserve	PA	\$415,353	Executive Director	\$18,430	\$16,975	2024
Texas Pride Impact Funds	TX	\$387,795	Executive Director	\$117,127	\$111,407	2023
Hcso Charities Inc	FL	\$425,105	President	\$51,968	\$48,324	2022
Strike Force 421 Inc	FL	\$426,176	Program Director	\$18,750	\$16,268	2024
Soar Special Needs	KS	\$430,497	Executive Director	\$500	\$514	2023
Georgia's Own Foundation Inc	GA	\$431,364	Executive	\$30,785	\$28,588	2024
Jeremy Wilson Foundation The	OR	\$370,966	Executive Dir.	\$73,000	\$62,611	2024
El Portal De Belen Foundation	NY	\$440,877	Treasurer	\$16,350	\$14,048	2023
New Freedom Project	AZ	\$361,674	President	\$96,154	\$85,407	2024
Saturate	WA	\$445,270	Executive D	\$210,396	\$179,113	2023
Operation Hope Inc	NY	\$446,019	Executive Director	\$40,916	\$34,147	2024
Freedom House Housing Development Fund	NY	\$448,117	Cpo Through 12/22 Ceo Effective 1/23	\$33,041	\$28,390	2023
De Frente Al Alzheimer Inc	PR	\$448,603	Executive Director	\$56,600	\$56,600	2024
Scott J Beigel Memorial Fund Inc	NY	\$453,343	Secretary	\$25,000	\$20,864	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Essential Needs	MN	\$456,604	Executive Director	\$91,843	\$83,816	2024
God's Vision For Haiti	MI	\$342,156	Executive Di	\$23,845	\$22,731	2024
The Wintercare Energy Fund Inc	KY	\$339,524	Executive Director	\$62,966	\$62,479	2024
F3 Foundation Inc	NC	\$465,968	Executive Di	\$176,277	\$168,222	2024
Morrison Foundation	OR	\$333,311	Chief Executive Officer	\$7,761	\$6,657	2024
Hope For Life	WA	\$332,945	Executive Director	\$100,420	\$85,489	2023
Fuse Project	AL	\$471,929	Executive Director	\$67,500	\$67,350	2024
Texas Baptist Prisoner Family Ministry	TX	\$331,025	Executive Director	\$98,167	\$90,693	2024
Chicago Foundlings Home	IL	\$473,561	Program Director	\$12,000	\$11,217	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 46 organizations. Compensation range \$514–\$179,113; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$401,586); for reference, expenses \$407,056 and assets \$232,871.

ROLE MATCH Katherine Marshall, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 9 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	28 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	20 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 (Katherine Marshall) 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 46 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 28th 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.