

# The Abbey Inc

Executive Director / CEO

EIN 823222573

CO · NTEE P20

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Hess, Executive Director / CEO** (\$25,200) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Christopher Hess — reported title "Secr/exec dir", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

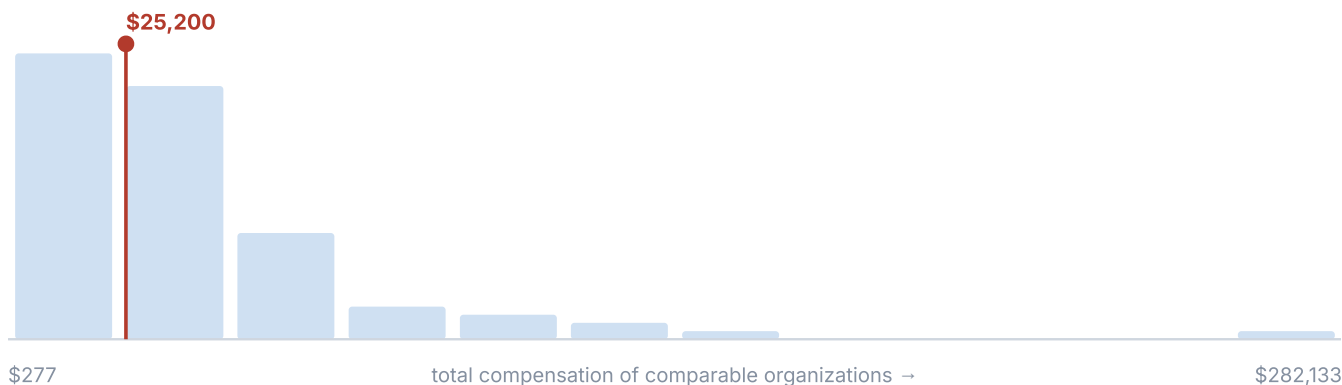
**BUDGET** Total revenue between \$38,813 and \$86,895 — 0.67x to 1.50x the subject's \$57,930 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

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

→ **90** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,292

\$9,165

\$28,445

\$51,428

\$78,604

**\$25,200**



## ● 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 CO 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="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$31,772</b>	2023
<a href="#">Htedc Arts And Education Association</a>	AZ	\$57,667	Chief Executive Officer	\$400	<b>\$424</b>	2023
<a href="#">Neighbors Who Care Inc</a>	MA	\$58,913	Secretary & Executive Dire	\$2,000	<b>\$1,981</b>	2023
<a href="#">Orlando Police Foundation Inc</a>	FL	\$59,146	Executive Director	\$26,073	<b>\$26,220</b>	2024
<a href="#">The Bridge Of Central Massachusetts</a>	MA	\$59,173	President & Ceo	\$29,151	<b>\$28,870</b>	2023
<a href="#">Dark Horse Futures Foundation</a>	NC	\$59,210	Incorporator	\$3,000	<b>\$3,318</b>	2024
<a href="#">Neighbor 2 Neighbor</a>	TN	\$59,224	Executive Di	\$70,521	<b>\$77,306</b>	2025
<a href="#">Rainbow Wellness Collective Inc</a>	MN	\$59,260	Executive Dir.	\$25,962	<b>\$27,461</b>	2024
<a href="#">Loaves &amp; Fishes Warming Center</a>	NY	\$56,416	Vice President / Director Of Operations	\$30,417	<b>\$30,292</b>	2023
<a href="#">New Each Morning</a>	OR	\$56,206	Executive Di	\$8,800	<b>\$8,748</b>	2024
<a href="#">Highlawn Community Alliance Inc</a>	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	<b>\$44,817</b>	2024
<a href="#">Rising Above Bakery Inc</a>	NJ	\$55,927	President	\$67,750	<b>\$64,754</b>	2024
<a href="#">Indian American Impact Project</a>	DC	\$60,623	Former Executive Director	\$29,829	<b>\$28,020</b>	2024
<a href="#">Successful Living Center</a>	AL	\$60,911	Executive Director/ceo	\$20,400	<b>\$23,592</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kelly Apartments Inc</a>	MN	\$53,979	Chief Executive Officer	\$8,191	<b>\$8,920</b>	2023
<a href="#">Lights 4 Hope Inc</a>	FL	\$62,011	President, Treasurer, Director	\$4,937	<b>\$5,111</b>	2023
<a href="#">Conversations To Remember</a>	NJ	\$53,528	Executive Director	\$60,000	<b>\$57,346</b>	2024
<a href="#">Pandemic Patients</a>	SC	\$62,724	President	\$26,000	<b>\$29,036</b>	2024
<a href="#">Nigerian Center Inc</a>	DC	\$63,152	Executive Director	\$4,750	<b>\$4,594</b>	2023
<a href="#">Npx Charitable Inc</a>	CA	\$63,502	President	\$10,000	<b>\$9,517</b>	2023
<a href="#">Mountain Lake Services Foundation</a>	NY	\$51,373	Executive Dir.	\$27,595	<b>\$26,693</b>	2024
<a href="#">Northeast Minneapolis Lions Community</a>	MN	\$64,518	Gambling Manager	\$42,813	<b>\$45,286</b>	2024
<a href="#">United Way Of North Central Arkansas</a>	AR	\$64,594	Executive Director	\$36,540	<b>\$43,968</b>	2024
<a href="#">Spiritual United Nations</a>	IL	\$64,644	President	\$9,360	<b>\$9,851</b>	2024
<a href="#">Vida Spiritual Learning Center Inc</a>	CA	\$64,776	Spiritual Director	\$44,808	<b>\$41,419</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2025 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 CO 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 **90** organizations. Compensation range \$277–\$282,133; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$57,930); for reference, expenses \$40,794 and assets \$143,195.

ROLE MATCH	Christopher Hess, reported title " <i>Secr/exec dir</i> ", 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.
OUTLIERS	5 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	38 <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 (Christopher Hess) 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 90 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,200 is reasonable (approximately the 41<sup>st</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 9, 2026.