

Impact Immigration

Executive Director / CEO

EIN 830681234

OR · NTEE Q71

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lynn Moore, Executive Director / CEO** (\$22,501) against **every comparable organization** that fit the selection criteria — **640** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

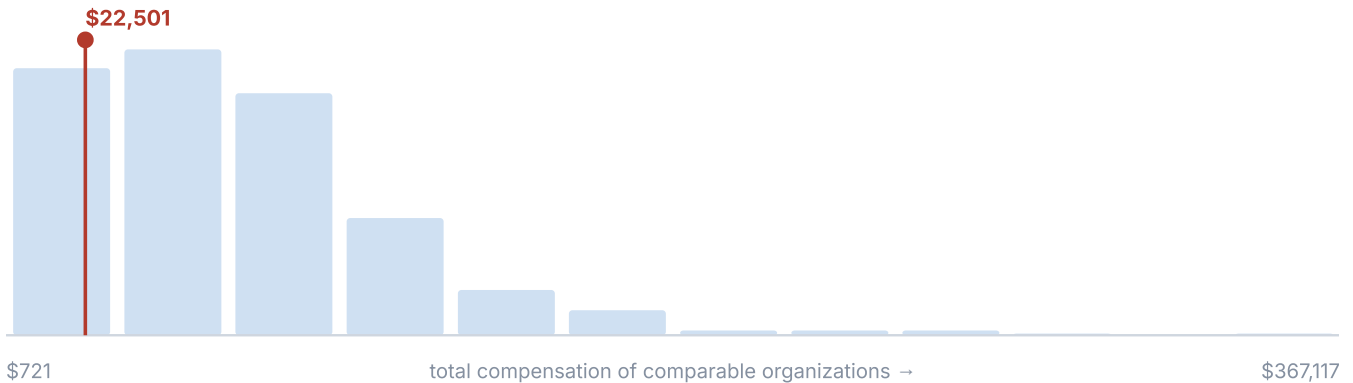
Benchmarked executive: Lynn Moore — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q71).
BUDGET	Total revenue between \$226,717 and \$507,577 — 0.67x to 1.50x the subject's \$338,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

640 organizations qualified on sector, size, and geography → **640** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,975	\$29,218	\$55,646	\$84,823	\$114,806	\$22,501
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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 OR 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
Chosen And Cherished Ministries Inc	NY	\$338,893	President/treas	\$18,000	\$17,515	2024
Diastole-hospital Hill Inc	MO	\$337,612	Manager/board Sec. (Non-vo	\$6,851	\$7,612	2025
Foundation For Freedom	WA	\$339,971	President	\$72,000	\$69,414	2024
Unite To Light Inc	CA	\$336,661	President	\$100,800	\$93,728	2024
Food For His Children Inc	MN	\$340,145	Board Chair And Treasurer	\$50,000	\$54,773	2023
Rwanda Youth Partnership Incorporated	MA	\$340,164	Executive Director	\$7,483	\$7,455	2023
Pamoza International	PA	\$340,461	Executive Director	\$35,150	\$37,746	2024
Jane Addams Peace Association Inc	NY	\$336,205	Executive Director	\$120,323	\$117,080	2024
Ends Of The Earth Ministries Inc	TX	\$340,799	Board Member/sec/treas	\$77,500	\$83,480	2024
Mengo Hospital Partners	VA	\$341,147	Executive Director	\$49,039	\$50,987	2024
Love Must Act Inc	KY	\$335,584	President	\$25,500	\$29,501	2024
Baptist Peace Fellowship Of North	NC	\$335,323	Executive Dir.	\$44,807	\$51,326	2023
Heart To Heart International Ministries Inc	CA	\$341,867	President	\$30,000	\$27,895	2024
Hand In Hand Immigration Services	WA	\$341,912	Director	\$7,395	\$7,129	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pour International Incorporated	GA	\$342,008	Director Treasurer	\$57,600	\$62,365	2024
Aim4india	TX	\$342,503	Executive Dir.	\$65,167	\$72,269	2023
Kairos International Inc	IN	\$334,218	Executive Director	\$69,000	\$80,669	2023
International Accountability Project	NY	\$342,608	Executive Director	\$116,350	\$113,214	2024
Manos Unidas International Inc	WA	\$334,123	Executive Director	\$86,549	\$83,441	2024
Dark Bali	CA	\$342,650	Executive Dir.	\$64,618	\$60,084	2024
Foundation For Philippine Progress	OR	\$333,989	Executive Director	\$30,000	\$30,886	2023
Wells 4 Wellness Inc	UT	\$342,979	Vice President	\$46,667	\$51,432	2024
Alight Alliance To Lead Impact In Global	CO	\$333,478	Executive Director	\$118,421	\$122,275	2024
Mission Resource International	IN	\$333,354	Executive Di	\$43,000	\$48,830	2024
Friends Of Fountain Of Hope	OH	\$333,059	Board Member	\$637	\$748	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **640** organizations. Compensation range \$721–\$367,117; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$338,385); for reference, expenses \$213,263 and assets \$211,941.
ROLE MATCH	Lynn Moore, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	17 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 (Lynn Moore) 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 640 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,501 is reasonable (approximately the 18th 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.