

Alliance Care Now

Executive Director / CEO

This analysis benchmarks the total compensation of **Naomi Haile, Executive Director / CEO** (\$138,462) against **every comparable organization** that fit the selection criteria — **248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

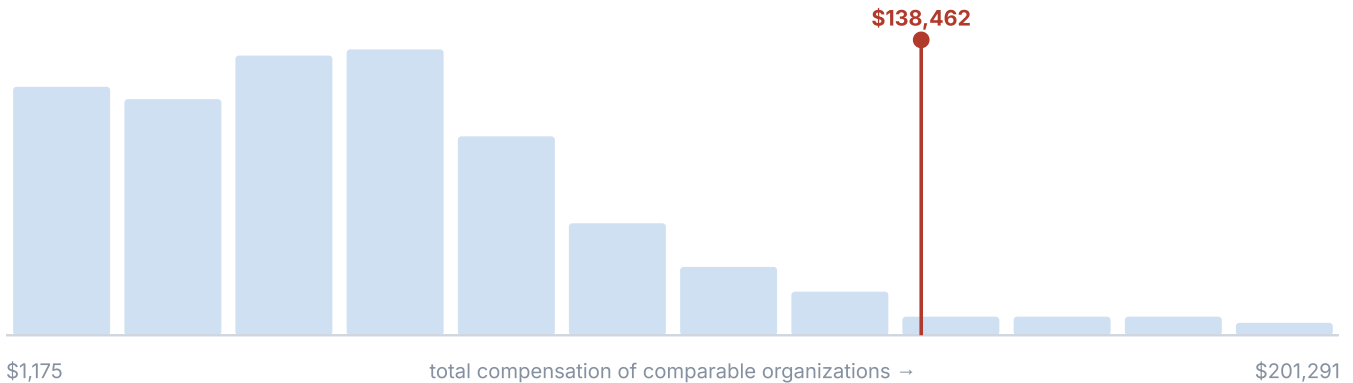
Benchmarked executive: Naomi Haile — reported title “FOUNDER CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$319,485 and \$715,266 — 0.67x to 1.50x the subject's \$476,844 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

248 organizations qualified on sector, size, and geography → **248** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,381	\$29,031	\$51,487	\$74,738	\$106,013	\$138,462
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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 VA 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
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$31,059	2024
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$14,396	2023
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$38,705	2023
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$57,531	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$33,381	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$23,480	2023
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$61,795	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$46,390	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$13,227	2024
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$63,807	2024
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$16,551	2023
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$62,259	2024
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$22,404	2023
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$27,474	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$27,794	2024
Christian Missions Unlimited	AL	\$482,332	Executive Director	\$64,925	\$74,790	2023
Accessible Hope International	IL	\$482,596	President & Ceo	\$100,559	\$99,750	2025
One By One	TN	\$483,396	Ceo, Founder	\$71,783	\$78,146	2024
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$127,363	2024
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$31,800	2024
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$90,315	2024
Kudvumisa Foundation Usa Inc	PA	\$486,734	Board Member And Program Director	\$63,000	\$65,068	2024
International Orphan Support Inc	FL	\$487,251	Vice-president	\$46,860	\$46,939	2023
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$71,907	2024
Vision Of Community Fellowship Inc	WA	\$465,179	President	\$72,000	\$68,735	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **248** organizations. Compensation range \$1,175–\$201,291; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$476,844); for reference, expenses \$514,558 and assets \$407,261.
ROLE MATCH	Naomi Haile, reported title " <i>FOUNDER CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	94 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 (Naomi Haile) 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 248 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,462 is reasonable (approximately the 96th 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.