

Return To Hope Inc

Executive Director / CEO

EIN 844153241

OK · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bianca Caampued, Executive Director / CEO** (\$50,060) against **every comparable organization** that fit the selection criteria — **1036** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

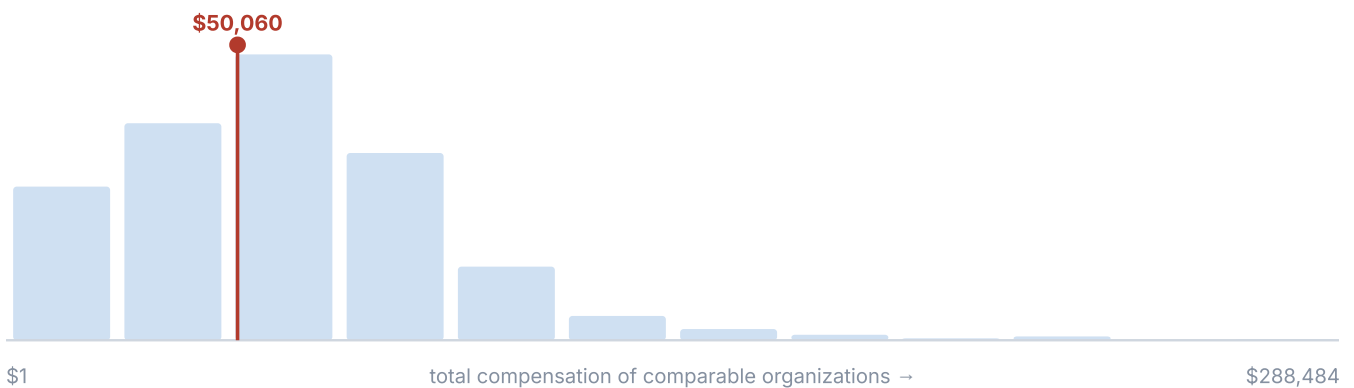
Benchmarked executive: Bianca Caampued — reported title “SECRETARY & OPERATIONS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$324,448 and \$726,378 — 0.67x to 1.50x the subject's \$484,252 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,036 organizations qualified on sector, size, and geography → **1,036** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,309	\$34,856	\$57,752	\$77,931	\$101,037	\$50,060
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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 OK 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
Lit Movement	OH	\$484,791	Executive Director	\$67,385	\$62,957	2024
Foster Hearts	WA	\$484,927	President	\$21,631	\$17,083	2024
Steady Strides Riding Center	AZ	\$484,938	Executive Director	\$13,000	\$11,028	2024
Restoration Counseling Services	WA	\$485,040	President	\$225,836	\$183,622	2023
Emite Inc	NC	\$485,187	Executive Director	\$59,064	\$53,833	2024
Minaret Foundation	TX	\$483,180	Executive Director	\$50,500	\$44,560	2024
Project I See You	CO	\$482,772	Executive Director, Vice-president	\$40,000	\$34,832	2023
3rd Mile Inc	GA	\$485,895	Ceo	\$34,130	\$31,165	2023
Perry Human Services	PA	\$482,573	Executive D	\$57,367	\$49,163	2025
Bridge The Gap Foundation	TX	\$482,065	Ceo	\$32,000	\$28,236	2024
Classis Of New Brunswick Community Developmentcorp	NJ	\$486,974	Executive Director	\$14,561	\$11,807	2023
Tearfund Usa Inc	MD	\$481,512	Executive Officer	\$120,115	\$96,503	2025
Our Home Inc	OH	\$481,400	Director	\$59,162	\$56,906	2023
Cope Foundation Inc	NY	\$481,290	Executive Director	\$95,051	\$75,764	2024
Fathers Table Mission	CA	\$481,194	Secretary	\$48,000	\$37,641	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Interstate Shellfish Sanitation	VA	\$480,764	Executive Di	\$152,203	\$129,632	2024
Hopewell Heights Counseling Inc	KY	\$480,643	President	\$113,077	\$110,328	2023
Homeward Iowa	IA	\$487,991	Executive Dir.	\$52,148	\$50,367	2024
Raise Funds Inc	CA	\$488,176	Ceo	\$36,000	\$27,421	2024
Waiting Under The Willow Foundation	TX	\$480,244	Founder/treasurer/executive Director	\$15,475	\$13,655	2024
The Piltch Family Foundation Inc	MA	\$488,325	President & Director	\$1,200	\$979	2023
In His Name - Colleton	SC	\$479,811	Executive Dir.	\$36,000	\$33,129	2024
The Women's Center Of Tarrant County	TX	\$479,779	President/ceo	\$22,865	\$20,175	2024
Southwest Options For Women	MN	\$488,826	Executive Director	\$100,962	\$87,999	2024
Budget And Financial Management Assistance	MO	\$489,388	Executive Director	\$76,544	\$73,626	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **1036** organizations. Compensation range \$1–\$288,484; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$484,252); for reference, expenses \$482,308 and assets \$43,762.
ROLE MATCH	Bianca Caampued, reported title " <i>SECRETARY & OPERATIONS</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	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	27 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	42 nd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	39 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 (Bianca Caampued) 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 1036 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,060 is reasonable (approximately the 42nd 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.