

Hands Of Hope International

Executive Director / CEO

EIN 844698704

AL · NTEE X20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erik, Executive Director / CEO** (\$22,600) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

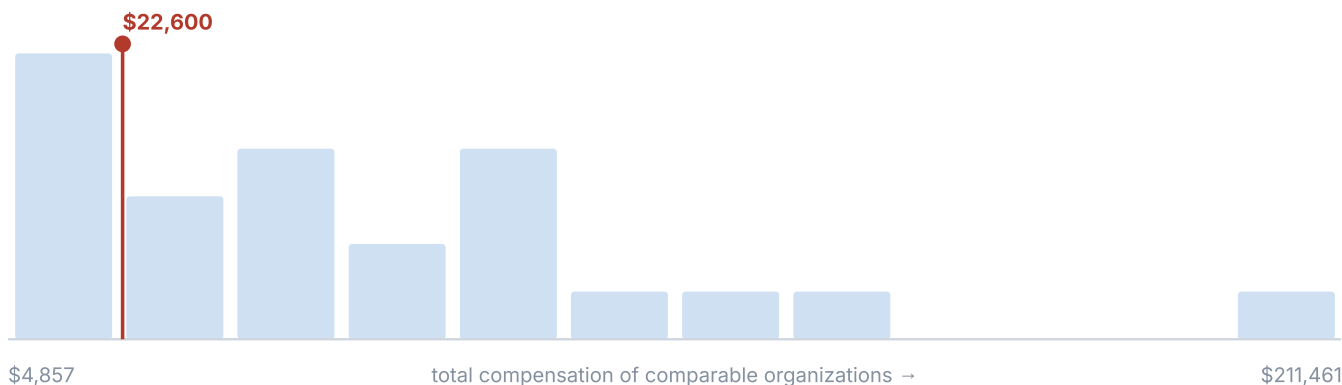
Benchmarked executive: Erik — reported title "HUNT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$223,120 and \$499,522 — 0.67x to 1.50x the subject's \$333,015 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + AL + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,565	\$21,915	\$47,000	\$80,204	\$106,551	\$22,600
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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 AL 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
Soar Global Inc	AL	\$330,739	Vice Preside	\$18,000	\$17,484	2024
Stained Glass Ministries Inc	AL	\$337,388	President	\$78,485	\$78,485	2023
Living The Faith Ministry	AL	\$323,092	Director	\$19,500	\$18,941	2024
San Pedro Sula Dream Center Inc	AL	\$345,792	Ceo	\$5,000	\$4,857	2024
Jeremiah Castille Foundation	AL	\$317,337	Director	\$13,105	\$12,729	2024
Hub Community Development Corporation	AL	\$351,943	Executive Director	\$30,000	\$30,000	2023
Awaken Inc	AL	\$355,603	President	\$95,293	\$92,559	2024
Pray Love Unite Ministries Inc	AL	\$306,418	President	\$81,923	\$81,923	2023
Redeeming Grace Ministries	AL	\$304,446	Executive Di	\$20,917	\$20,917	2023
Revival Now International Inc	AL	\$289,976	President	\$44,600	\$43,320	2024
Jerry Spencer Ministries Inc	AL	\$278,787	President	\$76,126	\$76,126	2023
Hope Everlasting Ministry	AL	\$392,943	Pastor	\$39,938	\$39,938	2023
Metro Ministries Of Mobile Inc	AL	\$262,675	President	\$16,335	\$16,335	2023
Fixed Point Foundation	AL	\$408,720	Executive Director	\$57,120	\$55,481	2024
Be The Edge Inc	AL	\$254,233	President	\$217,707	\$211,461	2024
Harold Coomer Evangelistic	AL	\$253,983	Director	\$57,040	\$57,040	2023
Kevin Cozadd Ministries Inc	AL	\$253,201	President	\$25,120	\$24,399	2024
Empowerment Tabernacle Christian	AL	\$250,205	President	\$65,574	\$63,693	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Beginning Apostolic Church Inc	AL	\$236,212	President/pa	\$22,912	\$22,912	2023
New Vision Christian Church	AL	\$449,556	Pastor	\$142,246	\$138,165	2024
Aim Moldova	AL	\$474,644	President/ce	\$86,623	\$86,623	2023
Nazareth Educational Ministries	AL	\$483,132	President	\$47,000	\$47,000	2023
Vantage Leadership Initiative	AL	\$486,624	Executive Di	\$113,300	\$110,049	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 23 organizations. Compensation range \$4,857–\$211,461; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$333,015); for reference, expenses \$286,085 and assets \$52,322.

ROLE MATCH Erik, reported title "*HUNT*", 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.**

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	26th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	26 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 (Erik) 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 23 similarly situated organizations (Same NTEE sector (X20) + AL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,600 is reasonable (approximately the 26th 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.