

Hope In View Inc

Executive Director / CEO

EIN 030503448

IN · NTEE G81

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeanette Lespect, Executive Director / CEO** (\$62,000) against **every comparable organization** that fit the selection criteria — **340** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

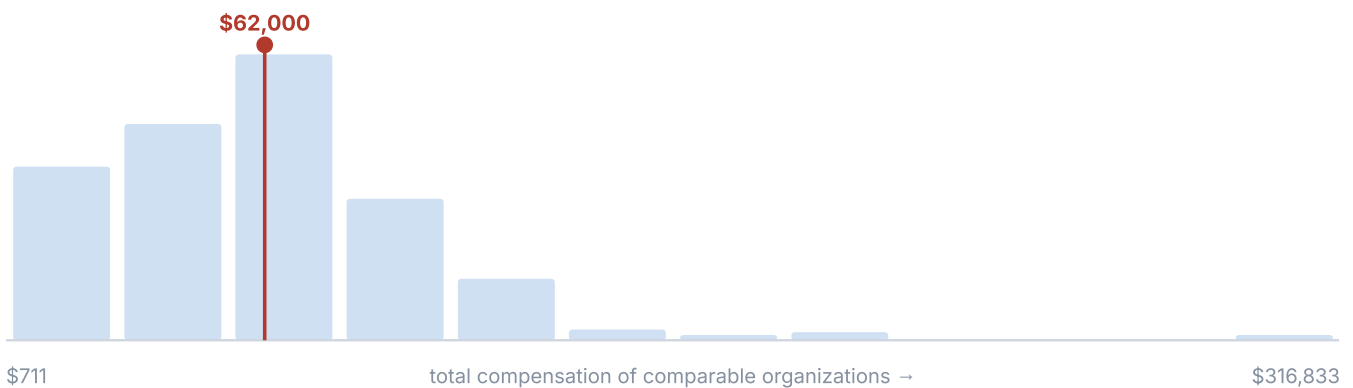
Benchmarked executive: Jeanette Lespect — reported title “COORDINATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G81).
BUDGET	Total revenue between \$200,118 and \$448,026 — 0.67x to 1.50x the subject's \$298,684 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

340 organizations qualified on sector, size, and geography → **340** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$15,682	\$32,582	\$61,722	\$80,312	\$105,993	\$62,000
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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 IN 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
Louvenia D Barksdale Sickle Cell Anemia Foundatio	SC	\$298,707	Community Engagement Coordinator	\$46,693	\$46,192	2024
Hemophilia And Bleeding Disorders Of Alabama Inc	AL	\$297,938	Executive Director	\$84,231	\$88,839	2023
Sisters' Hope Foundation	PA	\$300,085	President	\$66,412	\$62,802	2024
Firefly Sisterhood	MN	\$295,482	Executive Director	\$88,933	\$85,791	2023
Parkinson Association Of Central Florida Inc	FL	\$295,008	Executive Director	\$75,000	\$66,812	2024
Vision Outreach International Inc	MI	\$303,002	Executive Director	\$89,898	\$90,588	2023
Autism Care Today	CA	\$294,338	Director	\$64,498	\$54,373	2023
Race Cancer Foundation Inc	MA	\$293,645	President And Director	\$45,000	\$39,478	2023
North Carolina Neurological Society	NC	\$303,787	Executive Director	\$5,137	\$5,182	2023
Hemophilia Association Of The	VA	\$292,950	Executive Director	\$76,378	\$71,997	2023
Georgia Vascular Society Inc	NY	\$305,000	Executive Director	\$50,000	\$42,844	2024
International Association Of Oral And	IL	\$291,999	Executive Director	\$26,531	\$25,465	2023
The Cancer Care Fund Of	CT	\$291,325	Executive Dir.	\$6,522	\$5,799	2024
Montana Youth Diabetes Alliance Inc	MT	\$290,742	Executive Director	\$18,876	\$19,295	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community For Autism And Motor Planning	AZ	\$306,925	Interim Executive Director	\$23,111	\$21,699	2023
Rock From The Heart	MN	\$290,379	President	\$2,000	\$1,874	2024
Camp Rising Sun Inc	CT	\$307,278	Executive Dir.	\$31,979	\$29,273	2023
Beth C Wright Cancer Resource	ME	\$289,375	Executive Di	\$66,000	\$62,669	2024
Cancer Resource Center Of The Desert	CA	\$308,548	Chief Executive Director	\$77,258	\$65,130	2023
Shwachman-diamond Syndrome Alliance Inc	MA	\$288,814	President	\$80,000	\$70,184	2023
Health Finance Institute	VA	\$309,322	President And Ceo	\$210,388	\$198,319	2023
Stroke Awareness Foundation	CA	\$287,276	Executive Dir.	\$137,105	\$112,265	2024
The Nightbirde Foundation	OH	\$286,921	Ceo & Chairman	\$103,847	\$107,380	2023
Ovarcome Non-profit Inc	TX	\$286,812	President & Founder	\$82,500	\$78,256	2024
Charity Of The Eye Care Network	CA	\$311,331	Ceo/president	\$132,619	\$111,799	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **340** organizations. Compensation range \$711–\$316,833; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$298,684); for reference, expenses \$295,614 and assets \$202,470.
ROLE MATCH	Jeanette Lespect, reported title " <i>COORDINATOR</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	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	50 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	45 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 (Jeanette Lespect) 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 340 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,000 is reasonable (approximately the 50th 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.