

# Horses Of Hope Missouri Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Michele K Mccolm, Executive Director / CEO** (\$2,466) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

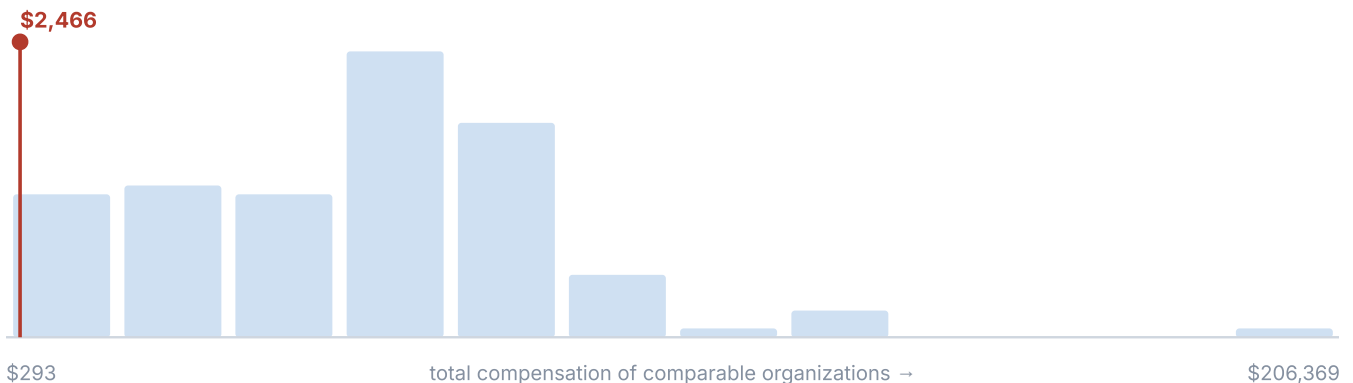
**Benchmarked executive:** Michele K Mccolm — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$278,130 and \$622,680 — 0.67x to 1.50x the subject's \$415,120 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

**117** organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,028	\$33,695	\$57,957	\$74,427	\$87,161	<b>\$2,466</b>
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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 MO 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
<a href="#">Down Syndrome Partnership Of North Texas</a>	TX	\$414,776	Exec Dir	\$84,846	<b>\$80,132</b>	2024
<a href="#">Hope North Carolina Inc</a>	NC	\$417,537	Executive Di	\$74,592	<b>\$70,893</b>	2025
<a href="#">Therapy Solutions Children's Services</a>	PA	\$418,205	President	\$41,043	<b>\$37,647</b>	2025
<a href="#">Working Wonders</a>	CA	\$418,412	President	\$49,819	<b>\$41,816</b>	2023
<a href="#">Shenandoah County Search Incorporated</a>	VA	\$419,767	Director	\$57,802	<b>\$51,335</b>	2025
<a href="#">Sacred Ground</a>	OH	\$420,314	Executive Director/ceo	\$74,044	<b>\$76,231</b>	2023
<a href="#">North Carolina Down Syndrome</a>	NC	\$420,752	Executive Di	\$10,031	<b>\$10,075</b>	2023
<a href="#">Statewide Independent Living Council</a>	AZ	\$409,235	Chief Executive Of Strategy & Innovation	\$37,596	<b>\$34,138</b>	2024
<a href="#">Choice Living Community</a>	TX	\$421,150	Ceo	\$45,541	<b>\$44,281</b>	2023
<a href="#">Central California Adaptive Sports</a>	CA	\$407,265	President & Ceo	\$41,880	<b>\$33,263</b>	2025
<a href="#">Ultimate Care</a>	CO	\$424,440	President	\$48,000	<b>\$44,739</b>	2023
<a href="#">Respite Care Of Charleston</a>	SC	\$405,701	Executive Director	\$92,916	<b>\$91,520</b>	2024
<a href="#">Elderly Behavioral Wellness Services Inc</a>	CA	\$403,884	President & Ceo	\$12,000	<b>\$9,783</b>	2024
<a href="#">Grand Prairie Job Center</a>	AR	\$399,485	Executive Director	\$66,295	<b>\$68,543</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Horsepower Therapeutic Riding</a>	IL	\$399,093	President	\$67,771	<b>\$62,906</b>	2024
<a href="#">Kids Mobility Network Inc</a>	CO	\$398,036	President	\$120,000	<b>\$108,639</b>	2024
<a href="#">Disabilitysa Dba Fiesta Especial</a>	TX	\$396,835	Ceo & Exec Dir	\$81,654	<b>\$77,118</b>	2024
<a href="#">Legacy Farms</a>	VA	\$396,346	Executive Director	\$60,000	<b>\$54,697</b>	2024
<a href="#">Nellie Byers Training Center Inc</a>	LA	\$434,240	Executive Dir.	\$16,410	<b>\$17,060</b>	2024
<a href="#">Wings Of Hope Equitherapy</a>	TX	\$435,486	Executive Director	\$58,062	<b>\$54,836</b>	2024
<a href="#">The Arc Of Buncombe County Inc</a>	NC	\$393,789	Executive Director	\$67,570	<b>\$65,918</b>	2024
<a href="#">Parc Endowment Fund</a>	FL	\$393,338	Trustee/parc President & Ceo	\$12,085	<b>\$10,719</b>	2024
<a href="#">Independent Peer Socialization</a>	CA	\$392,676	Director	\$104,400	<b>\$85,115</b>	2024
<a href="#">Fresh Start Of San Angelo</a>	TX	\$392,337	Executive Director	\$62,400	<b>\$58,933</b>	2024
<a href="#">Lee's Foster Home Inc</a>	FL	\$438,839	President	\$36,900	<b>\$33,695</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **117** organizations. Compensation range \$293–\$206,369; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$415,120); for reference, expenses \$402,884 and assets \$1,277,238.
ROLE MATCH	Michele K Mccolm, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</sup>

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 (Michele K Mccolm) 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 117 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,466 is reasonable (approximately the 3<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.