

Hope For Her Florida Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Cheryl Hickman, Executive Director / CEO** (\$65,500) against **every comparable organization** that fit the selection criteria — **567** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

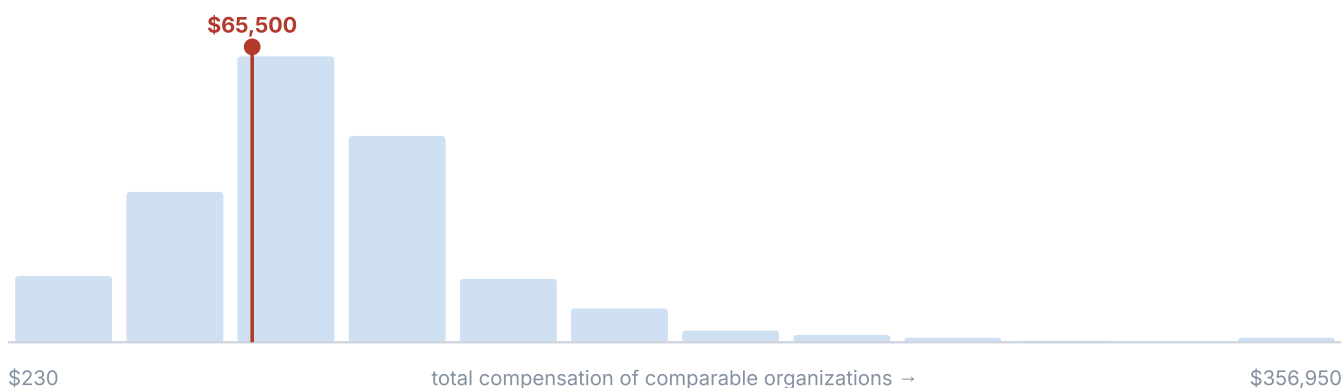
Benchmarked executive: Cheryl Hickman — reported title “Board Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I71).
BUDGET	Total revenue between \$320,180 and \$716,823 — 0.67x to 1.50x the subject's \$477,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

567 organizations qualified on sector, size, and geography → **567** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$35,923	\$58,510	\$82,216	\$105,672	\$136,445	\$65,500
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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 FL 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
Software Freedom Law Center Inc	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	\$57,711	2025
Keeping Identities Safe Inc	DC	\$476,104	Chairman & President	\$153,514	\$147,635	2023
Marion Winston Court Services	AL	\$475,009	Director	\$112,544	\$129,426	2024
Mediation Services Of Maui Inc	HI	\$474,303	Executive Di	\$86,330	\$84,706	2023
Kidpower Of Colorado Inc	CO	\$474,224	Executive Director	\$75,229	\$79,055	2023
Accord A Center For Dispute	NY	\$473,999	Executive Director	\$78,729	\$73,777	2025
Midwest Native Coalition For Justice	KS	\$482,069	Executive Director	\$125,821	\$144,694	2024
New Beginnings Reentry Services Inc	MA	\$482,091	Exec. Dir. & Board Member	\$107,870	\$103,184	2024
Brother Carl Hardrick Institute For	CT	\$473,644	President	\$103,968	\$103,767	2024
Initiate Justice Action	CA	\$482,838	Secretary	\$250	\$230	2024
Wisconsin Badger State Sheriffs	WI	\$483,063	Executive Di	\$17,931	\$20,523	2023
Calvary Community Outreach Network	MO	\$472,490	Executive Director/ceo	\$26,601	\$29,991	2024
Living With Conviction	WA	\$472,444	President	\$500	\$491	2023
Why'd You Stop Me	CA	\$483,340	Founder	\$7,600	\$6,986	2024
Access The Law	OR	\$472,403	Excutive Director	\$113,377	\$115,388	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Baton Rouge Truancy	LA	\$483,761	Executive Di	\$89,800	\$105,258	2024
Prevent Child Abuse Gordon County Inc	GA	\$471,959	Exec. Director	\$69,599	\$74,493	2024
Steen Mountain Defenders	OR	\$471,908	Ex Director	\$95,046	\$93,957	2024
Rights & Democracy Education Fund Inc	VT	\$484,515	Executive Director	\$100,025	\$107,170	2024
Florida Foundation For Correctional	FL	\$485,052	Executive Director	\$117,000	\$117,000	2024
Ruthless Kindness	CA	\$485,619	Ceo	\$127,730	\$117,407	2024
Innocence Delaware Inc	DE	\$486,466	Ed (From 4/24); Sec (Until 4/24)	\$24,750	\$25,797	2024
The Spector Criminal Justice Training	CT	\$486,702	Secretary	\$96,961	\$99,632	2023
Magdalene House Of Austin	TX	\$487,043	Executive Director	\$105,000	\$111,806	2024
Northern Virginia Mediation	VA	\$468,491	Executive Director	\$100,500	\$103,294	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **567** organizations. Compensation range \$230–\$356,950; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$477,882); for reference, expenses \$463,283 and assets \$677,848.

ROLE MATCH	Cheryl Hickman, reported title " <i>Board Secretary</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	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	31 st
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	27 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 (Cheryl Hickman) 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 13, 2026, comparing compensation against 567 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,500 is reasonable (approximately the 31st 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 13, 2026.